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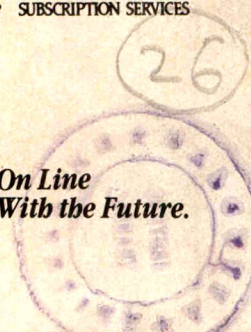
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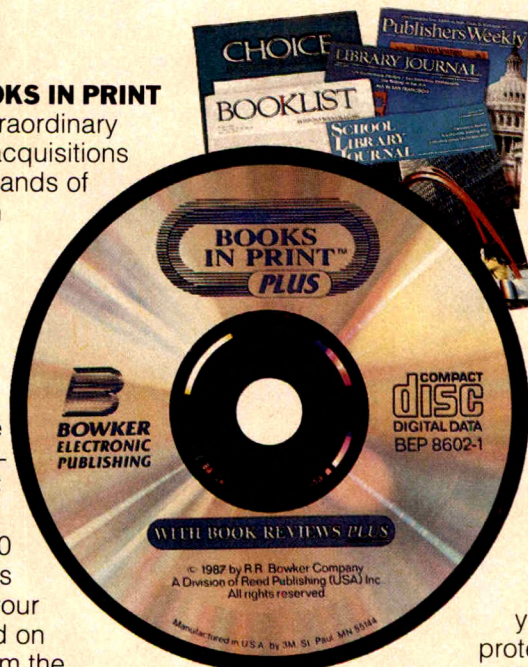


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american libraries

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Cover: Tucson (Ariz.) librarian Carol Cribbett-Bell has drawn flocks of children to the library at Carillo Elementary School, not only to read but to preserve the culture of the barrio community through their "Heritage Center" project (p. 136). Photo by Lynn Colwell.

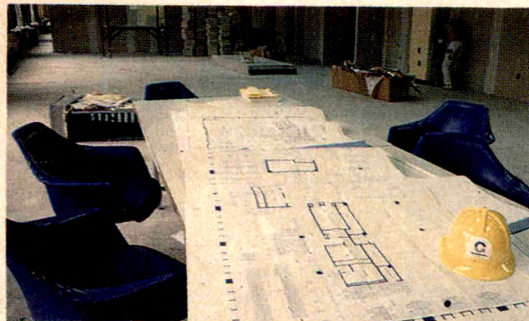
Why an urban university thinks microforms are a capital idea.

The George Washington University, located in the District of Columbia, admits 16,000 students (60% of them pursuing graduate degrees) to programs in liberal arts and sciences, government and business administration, international relations, education, engineering, law, and medicine.

Its main library — named after benefactor Melvin Gelman — is centrally situated on campus and easily accessible to all students. The Gelman Library is also just six blocks from the White House, so it serves as a scholarly “main branch” for thousands of federal employees and business people who work in the District. Recently, the combined patronage of town and gown has accelerated the normal pace of deterioration of paper periodicals, resulting in a well-worn collection.

“Our periodicals were falling apart before we could get them to the bindery,” notes Connie Kearns McCarthy, former Assistant University Librarian for Collections, now at Duke University. “Those that *did* make it to the bindery were inaccessible to our researchers with urgent information needs.”

The solution to Gelman’s access and deterioration problems? The purchase of 400 periodicals in microform, to supplement and/or replace the paper copies.



The Gelman Library microforms reading room, in an early stage of renovation.



“We made the decision to commit to microforms in conjunction with our plans to consolidate the periodicals collection,” says Patricia Kelley, Assistant University Librarian for Programs and Services. The library recently converted the third floor into a one-stop periodicals reading and research area. Prime space was set aside to house the microforms and an enhanced complement of reader-printers, in a reading room designed by UMI’s space planning specialist. UMI also trained subject specialists in the effective use of microforms to manage and develop the periodicals collection.

“UMI supplied us with the titles we needed to maintain our standing as a respected research institution. Staff training and reading room design — provided at no extra cost to the University — just reinforced our decision to work with them,” says Ms. Kelley.

Developing “turnkey” programs for our customers — combining microform product, equipment, and supporting services — is what



Patricia Kelley and Connie Kearns McCarthy.

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Neither sleet nor snow stays record numbers from attending ALA Midwinter Meeting

THOUSANDS OF ALA MEMBERS fought winter storms and snarled air traffic Jan. 9-14 to reach a less-than-balmy San Antonio, site of the Association's Midwinter Meeting. Although the Texan dimensions of the San Antonio Convention Center made the crowd seem thin, in fact the attendance figure of some 6,550 exceeded that of any previous Midwinters. The exhibitor total of 450 also set a Midwinter record.

Much Association business—to be reported in full next month—advanced such ongoing matters as ALA's strategic and business plans, its policies in relation to membership divisions, and its fight against barriers to U.S. government information. Executive Director Thomas Galvin told Council of a "spectacular" financial performance by ALA in FY 87, but Treasurer Patricia Shuman cautioned that "we're still living close to the edge." Council nevertheless declared itself "value-driven" rather than revenue-driven as it acted on resolutions, including an extension of eligibility for student dues from two to three years, and forgiveness of accrual-based division deficits through 1992.

From a slate of six of its members, Council elected J. Dennis Day and Sharon A. Hogan to the ALA Executive Board.

Divisions worked on a number of key documents, one of which was cause for a gala celebration: the Board of the American Association of School Librarians approved the new *Information Power: Guidelines for School Library Media Programs*, some 13 years in preparation cooperatively with the Association for Educational Communication and Technology. AECT was certain to approve the document during the month.

Three-star program

In her President's program, Margaret Chisholm brought forth Librarian of Congress James H. Billington and two mayors: Henry Cisneros of San Antonio, and Sidney Barthelemy of New Orleans (where ALA will meet this summer). She announced that former Speaker of the House Tip O'Neill will grace the opening program at Annual Conference.

Billington's encomium to books and reading represented his first address to a



Mayor Cisneros works the crowd at ALA Midwinter.

general library group, and at the conclusion Chisholm proclaimed, "I bring you formal welcome to our ranks."

Cisneros, whose star has been rising nationally, presented an address well-targeted to the profession. With a clear grasp of the librarian's role, he linked the library mission to what he saw as major issues before the nation; industrial and labor transformations, changing demographics, decentralization, and a shift in America's geopolitical orientation.

Barthelemy previewed the delights of New Orleans, and promised universal air conditioning to offset the heat.

Candidates for ALA president and treasurer in the upcoming spring election faced members at no less than three forums and at informal gatherings lasting far into the night. Comments before the ALA Youth Divisions are highlighted on pages 139-40 of this issue; other candidate views will be reported next month and in a special Election Supplement to appear in the May *American Libraries*. One unanimous sentiment among candidates, however, was that the burden of running for ALA office was becoming excessive, considering the number of appearances expected at ALA and at chapter meetings, plus the cost of campaign materials. Both the Executive Board and Council, through a broad resolution passed at Midwinter, are addressing the problem with an eye toward limiting campaign requirements and subsidizing costs.

—A.P.

New-Cal and King Winners

Top children's literature awards were announced at a Jan. 11 press conference during the ALA Midwinter Meeting. Russell Freedman and John Schoenherr won 1988 John Newbery and Randolph Caldecott Medals, respectively, while Mildred Taylor's prose and John Steptoe's illustrations earned Coretta Scott King Awards.

Winning titles were: Newbery—*Lincoln: A Photobiography* (Houghton Mifflin/Clarion); Caldecott—*Owl Moon*, by Jane Yolen (Putnam & Grosset/Philomel); King—*The Friendship*, by Mildred Taylor (Dial), and *Mufaro's Beautiful Daughters: An African Tale*, by John Steptoe (Lothrop, Lee, & Shepard). Steptoe's title was also the sole Caldecott Honor Book. Two works were named as Newbery Honor books: *After the Rain*, by Norma Fox Mazer (William Morrow), and *Hatchet*, by Gary Paulsen (Bradbury Press).

Also cited was the 1988 Mildred Batchelder Award title, *If You Didn't Have Me*, by Swedish writer Ulf Nilsson.

Celebrate FOI Day March 16!

At its Midwinter Meeting, ALA supported the proclamation of March 16, the birthday of U.S. President James Madison, as Freedom of Information Day. ALA Council urged librarians across the country "to bring the issues of freedom of information and barriers to information access into public consciousness and public debate by mounting appropriate information programs within libraries and their communities on that day."

The updated, award-winning publication *Less Access to Less Information by and About the U.S. Government* may be ordered from the ALA Washington Office at \$7 prepaid (send self-addressed label).

Wilson new U.S. Archivist

On Dec. 4, Donald W. Wilson, 45, was sworn in as the seventh U.S. Archivist. He is the first archivist selected to manage the National Archives and Records Administration as an independent agency.

Wilson holds a doctorate in American history from the University of Cincinnati and formerly directed the Gerald R. Ford Library and Museum in Grand Rapids. In 1969-78 he served as historian and deputy director at the Dwight D. Eisenhower Library in Abilene, Kans.

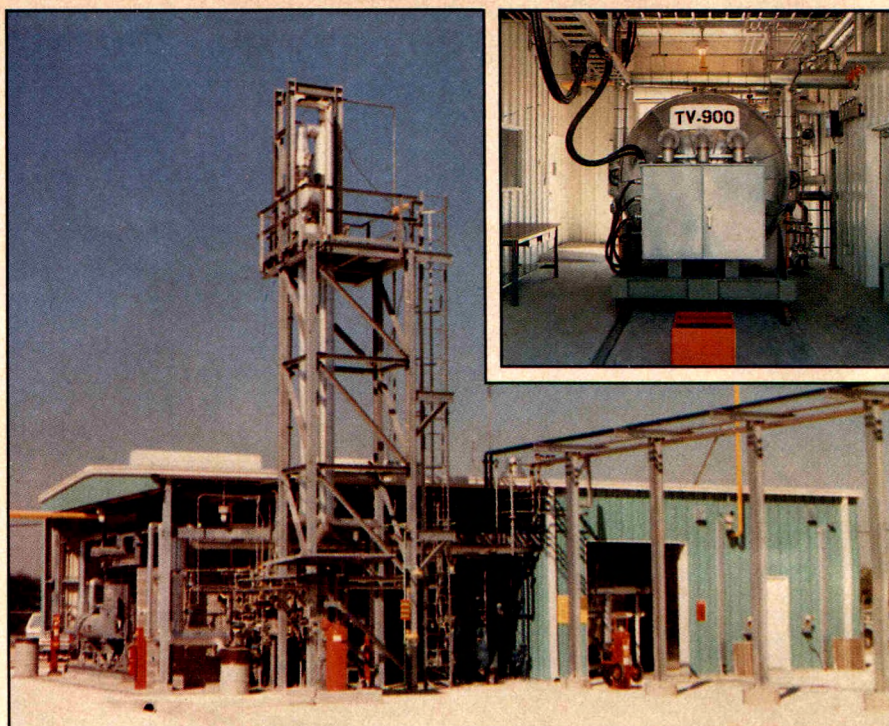
LC tests mass deacidification as budget hearings approach

The Texas Alkyls Chemical Co. near Houston gave the Library of Congress a pleasing gift just before Christmas: A successful series of test runs on the Library's diethyl zinc (DEZ) vapor-phase process for mass deacidification of books—the first such tests in a facility LC considers adequately engineered.

Plagued by mishaps at earlier NASA test facilities, LC chose a firm that would apply the safety standards of the chemical industry in building a small-scale pilot facility. If safe and effective processing of large numbers of materials can be demonstrated at the new facility—and if funding is appropriated—LC will base its scaled-up main plant in Frederick, Md., on the same design principles.

With millions of dollars invested in R&D, the Library has faced sharp questioning on DEZ from Rep. Vic Fazio (D-Calif.), chair of the House Subcommittee on Legislative Appropriations (*AL*, March 1987, p. 168), and from some members of the library community who contend that other, cheaper methods of paper preservation make the DEZ risk indefensible. LC, however, has vigorously defended the process, pointing to its unique capacity for mass treatment of both delicate and normal materials.

In budget hearings scheduled for the end of February, LC hopes to strengthen its case with the successful demonstrations



First views of LC's new DEZ test facility in Texas. Inset: Book-treatment chamber.

at Texas Alkyls. Librarian of Congress James Billington visited the site in October, and the facility's first "open house" for librarians took place during ALA's January Midwinter Meeting in nearby San Antonio. A demonstration was scheduled for later in January to help persuade the federal Office of Technology Assessment that the DEZ method was the best solution to the large-scale preservation challenge. OTA is con-

ducting an independent investigation of all the alternatives.

As engineering tests proceed into March, LC hopes to move forward on agreements that would enable commercial firms to license the process through the Commerce Department. One firm already expressing interest is Akzo Chemie America—which owns Texas Alkyls.

—A.P.

P 4569

New academic library grants and other federal programs survive Congress' scalpel

After a wild night of horsetrading on Capitol Hill Dec. 21, Congress and the Senate finally approved a \$598 billion catch-all Continuing Resolution and a \$453 billion Omnibus Reconciliation Bill appropriating funds for all federal agencies and programs for the entire 1988 fiscal year and changing some tax laws and entitlements. Weary legislators adjourned for their holiday recess and President Reagan signed both bills Dec. 22.

The new acts, PL 100-202 and 100-203, failed to solve the government's budget deficit, but library advocates were pleased to learn that their favorite programs had done fairly well, considering the Reagan administration's disinterest in continuing them and the cuts mandated by Gramm-Rudman-Hollings. What's more, a brand new program of technical assistance to academic libraries was added to the Higher Education Act (HEA).

The normal legislative process had been delayed and complicated by the need for agreement on deficit reduction instructions applying a 4.2-percent across-the-board cut to all programs. Conferees complied with the requirements in different ways, but some significant increases passed by the House or Senate were lost.

The outcome (in rounded figures) for selected library programs follows: The Library Services and Construction Act (LSCA) I, Public Library Services: \$79 million, down from the 1987 appropriation of \$80 million. LSCA II, Public Library Construction, \$22.6 million, slightly up from 1987. LSCA III, Interlibrary Cooperation: \$18.7 million, up from \$18 million; Title IV, Indian Library Services: 2 percent set-aside of LSCA I, II, and III, as in 1987; LSCA VI: \$4.8 million, down from \$5 million in 1987.

The new HEA Title II-D, College Li-

brary Technology and Cooperation Grants, was funded at a start-up of \$3.6 million. It provides grants for equipment needed to share resources and enhance library or information science. HEA Title II-B, Training and Research: \$.7 million (\$1 million in 1987) and Title II-C, Research Libraries: \$5.7 million (\$6 million in 1987).

The Education Consolidation and Improvement Act Chapter 2, including school libraries, was funded at \$508.4 million slightly below the \$529.3 million in 1987. The National Commission on Libraries and Information Science got \$718,000, compared with \$683,000 in 1987.

The National Endowment for the Humanities ended up with more money than the sums approved by both the House and the Senate: \$140.4 million, compared with \$138.9 million in 1987.

(In the News continued on p. 96.)

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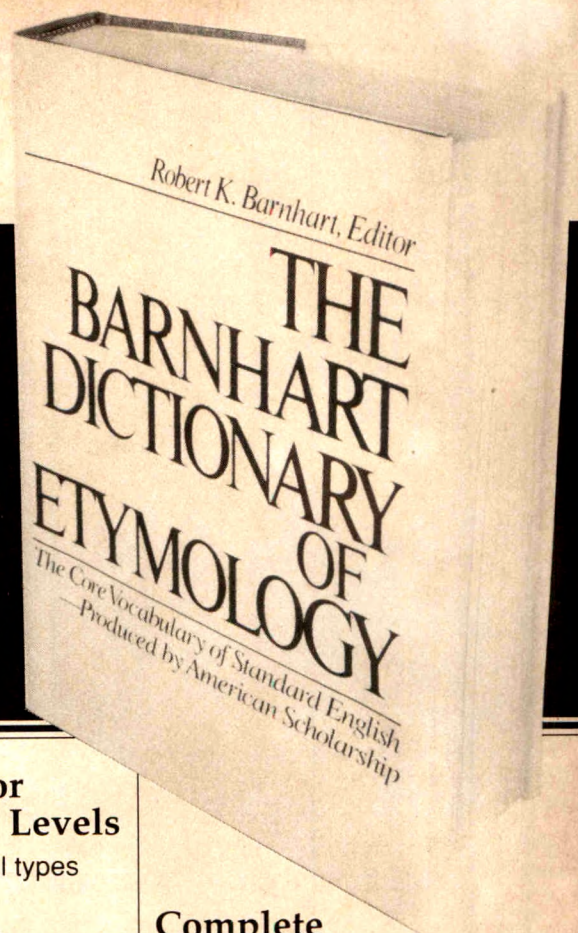
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NYU honors six international library scholars

New York University invited six distinguished scholars representing leading libraries of the USA, France, Spain, and Great Britain to receive honorary degrees at a Bobst Library special convocation "In Praise of Libraries and Librarians" Dec. 15.

Behind the scenes, the scholars donned their robes and greeted each other. Above, left, NYU President John Brademas; Lord Anthony Quinton, British Library Chair; Librarian of Congress Emeritus Daniel Boorstin; Juan Pablo Fusi, director of the Biblioteca Nacional

in Madrid; NYU Dean of Libraries Carlton Rochell; and André Miquel, former administrator of the Bibliothèque Nationale in Paris. In the photo at right, New York Public Library President Vartan Gregorian adjusts Dean Rochell's hood.

At the ceremony, Mamdouha S. Bobst, whose late husband donated the founding gift that helped build the library bearing his name, welcomed the guests and announced a new \$1 million donation to the library from the Elmer and Mamdouha Bobst Foundation.



Mixed joy in Jersey

"Budget-crunched librarians grateful for 'desperately needed' state aid," reported the Newark *Sunday Star-Ledger* Dec. 20. But even as librarians expressed thanks for the \$1.8-million increase provided by New Jersey, they wondered if their municipalities would supply adequate funds.

The act recently signed by Gov. Thomas Keen adds 25 cents per capita for each category of state aid made in 1988 and thereafter, increasing total state aid to more than 300 local and county libraries from \$7.6 million to \$9.5 million. The bill sponsored by Sen. Matthew Feldman (D-Bergen) won easy passage in the Senate in 1986 and was unanimously approved by the Senate Nov. 24. Funding has not kept pace with the inflation, Feldman noted. As library expen-

ditures have soared, the state contribution actually decreased, he pointed out. "This is the least we could do. . . . To me, libraries are the most, most important."

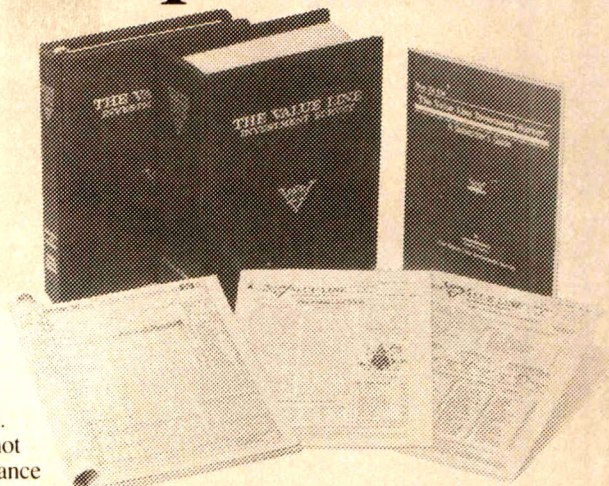
Thomas Baker, interim administrator of the Newark Public Library, told the *Star-Ledger* the increase would net his library only about 1 percent of its \$9-million budget. But, he said, "We are delighted to get any additional aid. We're happy the state has given us a little bit extra. . . . I welcome every dime we can get." The Newark PL is currently being renovated at a cost approaching \$150,000.

Jersey City PL Assistant Director Rose-Marie LiBrizzi said the state funds are "desperately needed." She said she has been trying to locate funds to start a literacy program and upgrade library services to the handicapped.

Dorothy Jones, East Orange PL director, was "enormously pleased" at the \$18,000 she expects in state aid. But if East Orange makes a major cut in her budget, then "We will have to look at reducing services."

Orange PL Director Marvin Scilken calls Feldman "a true friend of libraries," and said the \$8,000 he expects will help make ends meet. But Scilken, like others, fears cuts in city allocations. He believes that the increase in garbage disposal costs in Essex County will likely lead to curtailment of services in 1988. "There is nothing to protect the urban libraries," he says. Scilken believes libraries should be funded in the way that schools are. All New Jersey residents—especially students—should have access to relatively equal library service.

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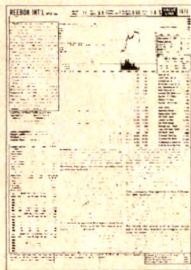
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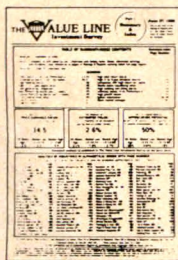
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SIGHTINGS: Librarians as we find them

Sightings alternates with the column, "Image: How they're seeing us."



WHO ARE THOSE TWO WOMEN BEING hailed by passers-by throughout San Francisco's Bernal Heights section? Why, Bernal branch librarian Catherine Bremer and children's librarian Vivian Sykes—local celebrities on the streets of a grateful neighborhood.

Assigned to SFPL's lowest circulating branch in mid-1986, Bremer and Sykes increased circulation by 57 percent and patron visits by 146 percent within a year. Their achievement earned them the 1987 Managerial Excellence Award from the Mayor's Fiscal Advisory Committee, the first ever given to a library team.

Each woman gives full credit to the other. Bremer, in her first supervisory post, insists that she "just lets Vivian do her job." Sykes credits Bremer's esprit de corps.

Sykes, who earned her MLS from UC at Berkeley, came to Bernal in May 1986 from SFPL's Ortega branch, two months before Bremer came on board. By the time the latter arrived, Sykes had walked each of the service area's hilly streets to coax people into the library. She soon developed a fiercely loyal storyhour crowd that turns out even at holiday time. Thanks to her popularity, children's circulation alone has risen 94 percent.

A graduate of the UW/Madison library school, Bremer draws adults to the branch with programs such as battered women and drug abuse prevention for parents, and an ever-increasing collection. A one-time cataloger at SFPL's Main Library, she has expanded the branch's holdings to include 10 languages and plans to add more as local demographics change.

Each woman treasures patron praise as much, if not more, than the shared award. Bremer recalls one woman who told her, "I love to be in the library." Sykes is proud of the user who equated going to Bernal to "coming home." —B.G.

OCLC eases restrictions on use of records

A revised "Guidelines for the Use and Transfer of OCLC-Derived Records," issued by OCLC in November, makes it clear that member libraries may share records of their own holdings with each other and with nonmember libraries without restrictions. Certain transfers of records to commercial organizations require separate understandings with OCLC, the guidelines state.

The latest revision was developed by the OCLC Board of Trustees in response to uncertainties in the library community following OCLC's move to copyright its Online Union Catalog in December 1982. Earlier guidelines addressing member libraries' rights and responsibilities were issued in June 1985 and May 1986 (*AL* July/August 1986, p. 506).

Although he called the new guidelines "reasonable" for individual libraries, Frank P. Grisham, executive director of SOLINET, said he was "disappointed that OCLC still leaves unclear the rights of state agencies and OCLC-affiliated networks." However, he gave OCLC credit "for moving a long way from their original position" on the use of records.

House and Senate differ on White House Conference bills

When Sen. Claiborne Pell (D-R.I.) and Rep. William Ford (D-Mich.) introduced joint resolutions authorizing a second White House Conference on Library and Information Services more than a year ago, the bills they presented were identical. By the end of 1987, both houses approved the proposals but differed on the details.

Both houses extended the original date of the conference from 1989, exactly 10 years after the first conference, to "between Sept. 1, 1989, and Sept. 1, 1991." The House passed the legislation by a vote of 121-100 last June 8.

The Senate changed its version of the bill by inserting language restricting the states that plan to finance their local pre-conferences from Library Services and Construction Act (LSCA) funds to using Title III (interlibrary cooperation) monies only. Despite efforts by the active members of the White House Conference on Library and Information Services Taskforce (WHCLIST) advocating acceptance of the House bill, which would continue to allow the states to determine the use of LSCA funds, the Senate retained the provision. The Senate also attached some unrelated

measures before passing the bill, also by voice vote, Dec. 15.

A conference committee has not yet been scheduled to resolve the differences.

Reagan compromises on computer security act

On Jan. 8 President Reagan signed HR 145, the Computer Security Act of 1987, reestablishing civilian agency responsibility for computer standards programs. The bill represents Congressional response to Reagan Administration efforts to restrict access to "sensitive but unclassified" information; as finally passed by the House (June 22) and the Senate (Dec. 21), it is a compromise agreed to by the White House. HR 145 provides the National Bureau of Standards with primary responsibility for setting computer security standards for systems containing unclassified information.

Billington asks staff to help reshape LC

Librarian of Congress James Billington used a staff coffee session Jan. 6 to launch a year-long participative process to redefine the Library's mission.



Ellen Hahn

Billington chose the informal gathering, the first of many question-and-answer sessions scheduled for 1988, to name 25 of the 27 LC staffers who will serve on the Librarian's Management and Planning Committee (MAP). Ellen Hahn, chief of the General Reading Rooms Division, is committee chair and Winston Tabb, chief of the Information and Reference Division, serves as vice-chair. John Y. Cole, director of the Center for the Book, and Declan Murphy, special project officer in the Office of the Librarian, will advise.

In an open letter to LC personnel, Billington instructed the committee "to consider only what we must do to make the Library preeminent in its various worlds by ... the year 2000," LC's Bicentennial. The MAP Committee will analyze the Library's current role, suggest service improvements, and formulate overall goals attainable by the year 2000.

Library staff are enthused about Billington's personal approach to the planning. Additional input will come from a soon-to-be-slated series of regional forums with Billington. To aid the MAP Commit-

tee, he will also solicit ideas on LC's mission from an outside advisory group and on cost-effective management from a consulting firm, both to be named.

The project timetable calls for the MAP Committee to submit a preliminary report by mid-year, and a final goals statement and implementation plan by January 1989.

news in brief

OCLC provides LC authority records. In a log-on message Dec. 21, the OCLC Online

Computer Library Center informed its users they can now access Library of Congress subject authority records online. OCLC is loading the LC subject authority tapes on a weekly basis; the initial tapeload contained more than 160,000 records. The OCLC Authority File includes nearly two million LC name authority records and is updated via daily distributions from LC through the Linked System Project record transfer component.

A victory for libraries? The Federal Communications Commission began the New Year without taking any action on its propo-

posal to eliminate the exemption of enhanced service providers from telephone access charges effective Jan. 1, 1988 (AL, Nov., p. 812). The proposed ruling, which would increase telecommunications expenses by more than 50 percent in many libraries, is vigorously opposed by ALA, Special Libraries Association, Medical Library Association, and other library groups.

An FCC spokesperson declined to comment on the agency's lack of action and said the office had received thousands of letters on the proposal. As requested, hundreds of library advocates mailed copies of their FCC protests to the ALA Washington Office. □

QUICK BIBS: New and recent books on a timely topic

by Bill Ott

BROADCAST NEWS

THE SUCCESS OF JAMES BROOKS'S current film *Broadcast News* testifies to the ubiquitous presence of television newscasters in our lives. We all have opinions on the various talking heads who feed us news, even though it is often difficult to tell them apart.

That the stars of a film many critics are calling *the* romantic comedy of the 1980s should play a producer, an anchorman, and a reporter on a television news show is only too appropriate. Whereas Cary Grant and Irene Dunne rarely had significant occupations—their job was being witty around the drawing room—today's romantic heroes and heroines are work-obsessed, compulsive types.

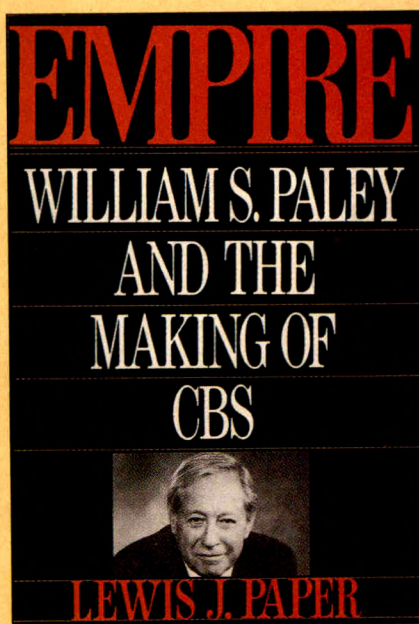
One way to prepare for an era in which a vapid anchorman and workaholic producers have become our ideal lovers is to read these books, all of which offer reflections on the peculiar phenomenon of television news. The titles range from biographies of such big names in broadcasting history as William Paley and Edward R. Murrow to memoirs by current newscasters Sam Donaldson and Linda Ellerbee.

Blair, Gwenda. *Almost Golden: Jessica Savitch and the Selling of Television News*. Simon and Schuster, 1988, \$18.95 (0-671-63285-X).

The compulsive, workaholic personality of the producer portrayed by Holly Hunter in *Broadcast News* has a real-life parallel in Jessica Savitch, the onetime star reporter of NBC News whose accidental death in 1983 came after her meteoric career had been derailed by drugs, depression, and the cumulative effects of life in the fast lane. In telling Savitch's melancholy story, Blair reveals the human toll that success in television news can exact.

Donaldson, Sam. *Hold On, Mr. President*. Random, 1987, \$17.95 (0-394-55393-4).

ABC White House correspondent Donaldson proves as good at writing memoirs as he is at baiting presidents. This fascinating account of a reporter's experiences covering both



Paper tells of the controversies surrounding William S. Paley and a fledgling radio station he shaped into the powerful Columbia Broadcasting System.

Carter and Reagan administrations reveals not only how Donaldson "challenges the president," but also how the media and the White House manage to coexist despite enormous hostility.

Ellerbee, Linda. *"And So It Goes": Adventures in Television*. Putnam, 1986, \$16.95. (0-379-13047-0).

Unlike William Hurt in Brooks's film, Linda Ellerbee has never needed a producer to feed her lines through a headset. A self-styled maverick working in an industry of clones, she has no shortage of opinions, as this engaging, outspoken account of a sometimes bumpy career in television makes clear.

McCabe, Peter. *Bad News at Black Rock: The Sell-Out of CBS News*. Arbor House, 1987, \$17.95 (0-87795-907-2).

Former "CBS Morning News" senior editor Peter McCabe provides a compelling, utterly

cynical view of television news, that uneasy marriage between journalism and entertainment. In documenting the internecine wars at CBS (Cronkite, Wallace, and the Old Guard versus ratings-mad executives), he produces a real-life version of *Broadcast News* that is even more bizarre than the fictional one—moviegoers would never accept Phyllis George as a broadcaster.

Paper, Lewis J. *Empire: The Life and Times of William Paley*. St. Martin's, 1987, \$19.95 (0-312-00590-1).

The relatively brief history of television news is dominated by the contributions of a few pioneers, one of whom is William Paley, the longtime head of CBS who returned from retirement in 1984 to resume control of the troubled network (see McCabe above). This wide-ranging biography is the definitive source of Paley's career in television, especially how he built the network's vast news organization.

Rusher, William A. *The Coming Battle for the Media: Curbing the Power of the Media Elite*. Morrow, 1988, \$16.95 (0-688-06433-7).

No survey of television news, however cursory, would be complete without mention of the ongoing controversy over whether the principal media in this country demonstrate a liberal bias. *National Review* publisher William Rusher effectively argues the case that such bias does exist, providing statistics, examples, and provocative suggestions for reform.

Sperber, A.M. *Murrow: His Life and Times*. Freundlich Books, 1986, \$22.95 (0-88191-008-2).

In our era of antiseptically attractive newscasters who look and sound the same, the gravelly voiced, cigarette-smoking Edward R. Murrow symbolizes the Golden Age of broadcasting. Sperber's extensively researched biography of Murrow should be required reading for anyone who can't remember the nightly news in those pre-Yuppie days when all broadcasters didn't have perfect teeth. □

Bill Ott, who writes this column freelance for *American Libraries*, is books-for-adults editor of *ALA's Booklist*.

American Libraries encourages signed comment on recent content in our pages or on matters of general interest to the library profession. Letters beyond 250 words will not be accepted or will be edited to fit space.

Another card-carrying community

THE NOVEMBER 1987 ISSUE OF *American Libraries* featured a photo spread on the Harford County (Md.) Library, "No. 1 in the Library Card Blitz" (p. 813). It was an interesting page, but they certainly were not the first library in the country to have such an activity.

What really caught my eye was the similarity of the Harford County Library and the Hartford (Ill.) Public Library, where I have been director for 10 years. When I arrived, the grade school students of this small community all had their own library cards, from kindergarten through grade six. When this precedent started, I do not know, but I do know it has been going on for over a decade.

Not only do the students all have their own cards, but since the school is walking distance from the library, they come weekly to the library for storyhours and to check out books with their own cards.

I just had to bring this to your attention. We in Hartford did not realize that the activity was so extraordinary.

MARY G. DAKE,
Hartford (Ill.) Public Library

GPO = Gives Plenty Online

THE RECENT ARTICLE CONCERNING the National Coordinated Cataloging Program (Dec., p. 884-887) overlooked the significant contributions of the Government Printing Office to the NACO Project. GPO was the first library to participate in this project beginning back in October 1977. According to LC's statistics presented at the celebration of NACO's 10th anniversary, GPO had contributed 63,865 name authority records, nearly 25 percent of the total records in the project.

For the record, GPO is far and away the most prolific contributor to the NACO project, and was part of NACO over two years before Northwestern University, the University of Wisconsin at Madison, or the University of Texas at Austin. GPO is also unique among NACO participants in that every single name heading used in our cataloging is

contributed to the project. GPO also contributes both series authority records and bibliographic records to LC's automated files.

GIL BALDWIN,
Chief, Classification and
Cataloging Branch, Library
Programs Service, U.S. GPO,
Washington, D.C.

Coordinated Cataloging correction

I WAS GLAD TO SEE THE REPORT about the National Coordinated Cataloging Program, as I think it's an important step. However, the article contained a mistake that I hope you will correct.

The links established by the participants in the Linked Systems Project provide direct computer-to-computer transmission of records; they replace the transmission of records on tape. Thus it is a misstatement to say "on tape via the Linked System Project link." The NCCP will use LSP links to transmit cataloging records from RLG (and later from OCLC and WLN) to the Library of Congress. These records will be redistributed by LC as part of their regular MARC tape subscription service.

MADELEINE (LENNIE) STOVEL,
ALA member,
Research Libraries Group,
Stanford, Calif.

Watch out for reprints

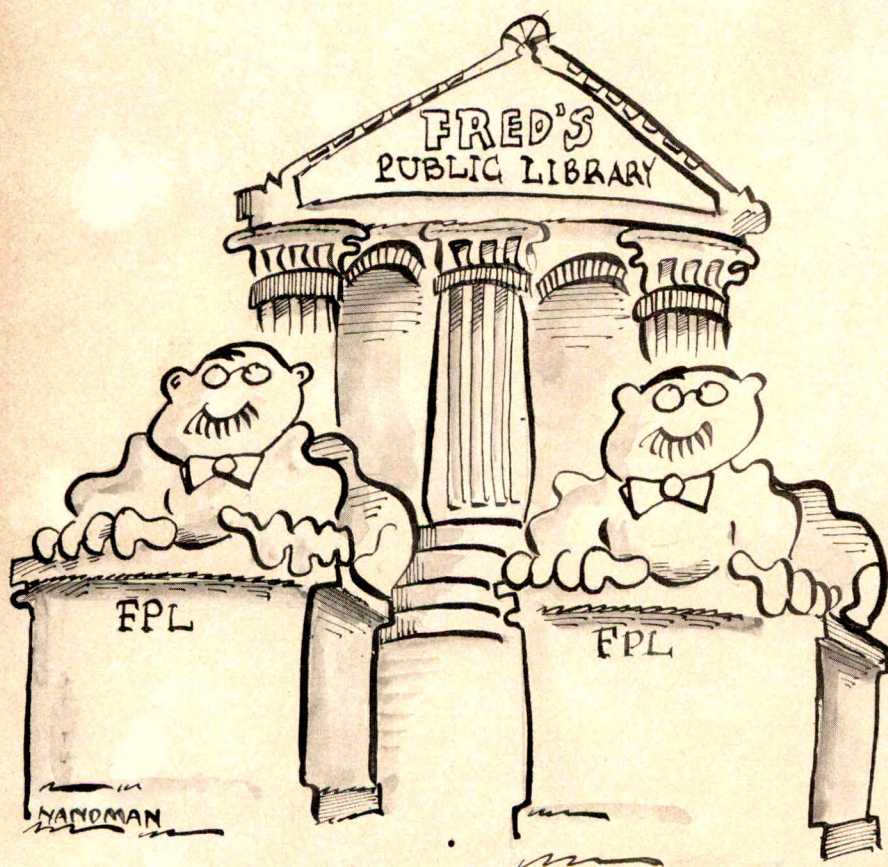
IN THE NOVEMBER *AMERICAN LIBRARIES* (p. 874-876) you announced *Women and Business Ownership: A Bibliography*. What you did not announce is that this monograph is a reprint of a government document titled *Women and Business Ownership: an Annotated Bibliography*, published by the U.S. Department of Commerce in July 1986.

Please publicize this information in your next issue, and please check sources more carefully before mentioning bibliographies in the future.

THOMAS M. PEISCHL, ALA member,
Mankato (Minn.) State University library

Oceanography price hike all wet

THE PRICE OF *LIMINOLOGY AND Oceanography* just increased 114 percent for libraries, from \$70 to \$150 per year. (Previous increases have been in increments of 10 dollars, every two, three, or four years.) The price of this bimonthly for members of the American Society of Limnology and Oceanography was not increased; it remains \$40 per



Fred J. Ignatz, eccentric millionaire book lover, fulfills a lifelong dream.

year, or 27 percent of the institutional rate.

My disbelief inspired a telephone call to the business manager of the publication, who told me that the price rise was due to increases in mailing to foreign subscribers, higher printing costs, and plans to publish at least one additional (supplementary) issue in 1988. Further, she said that she does not think it right to increase the price to members because they are working in the field, doing research. I find this defense of discriminatory pricing curious, indeed. My indignation has inspired this letter, which I hope will alert others to at least one egregious pricing policy.

And yes, following discussion with relevant faculty members, we cancelled *Liminology and Oceanography*.

JOAN H. WORLEY, ALA member,
Maryville College, Maryville, Tenn.

Dog-matic views on library cats

I SEE YOU HAVE TAKEN ANOTHER step toward library wimpism with your article on library cats (Nov., p. 880). Everyone agrees that cats are sneaky and wimpy. They specialize in sneaking up on innocent birds and torturing squirrels.

Dogs, on the other hand, are bold and forthright. Dogs don't hide behind a bush to do their business and then bury it like some illegal act. They do it in plain sight, and leave it, proudly, for all to marvel at.

Our new online catalog is called Anti-Cat(alog). The first screen shows an outline drawing of a pit bull eating a cat(alog).

LESLIE R. MORRIS, ALA member,
Niagara (N.Y.) University library

Cartoon cats condemned, too

AS A CHILDREN'S LIBRARIAN AND a former teacher, I question the appropriateness of the recent ALA/Garfield "Why I Love My Library Card" contest (Dec., p. 947). Who will benefit from this, libraries or Jim Davis, creator of Garfield?

Is ALA's Public Information Office unable to come up with an idea to attract children into libraries or hook them on reading that does not entail promotion of food items or cartoon characters? Children are already saturated with this Saturday-morning-cartoon brand of advertising.

Label me a purist if you will, but I believe that we can be more original. What next, a "Smurf Read-a-Thon" or perhaps a "Berenstain Bear Book Bonanza"?

SHARON ANN LYONS,
Portsmouth (N.H.) Public Library

Tough talk on tipping

PHIL LEVERING CHASTISES US for what he sees as a damning example of wimpiness: so-called undertipping (Dec., p.

904). I take exception to this. I won't go into the many reasons for considering tipping to be an undesirable cultural characteristic, but I submit that walking out of a restaurant (particularly in New York) without leaving a tip—leaving instead a small card explaining why not—is an example of toughness of the hardest sort.

Wimps of the world, unite! Don't be intimidated by surly waiters or pretentious show-offs!

GEORGE M. JENKS, ALA member,
Bucknell University library,
Lewisburg, Pa.

Libraries' role in recycling

I READ WITH INTEREST THE ARTICLE on recycling in the December *American Libraries* (p. 954-956). I too was surprised when I started working at the Baylor Law Library and found there was no recycling program at any of the university's libraries. I learned there was a recycling company in town that already did a pickup at the university press. I mentioned all this to the coordinator of library affairs and he was able to start a regular pickup at the main library; I added the law library.

Now no one thinks about mixing paper with other "trash." All the librarians and support staff have separate containers for paper under their desks and we recycle all paper we discard. If I could only get the entire university to start this routine, I would feel as if I had done my best to save trees for future generations. The libraries can be a driving force for such reform in institutions, especially if they are setting a good example.

JEANNE DREWES, ALA member,
Baylor University, Waco, Tex.

IC's salvation: privatization

SINCE I AM PRIVILEGED TO WORK at home, I am able to watch C-SPAN (Cable Satellite Public Affairs Network) all day. I have now watched Congressional hearings on the privatization of commissaries on armed forces bases and the privatization of the prison system. I have also followed the "trial balloon" being floated to turn the National Institutes of Health over to private sources.

All of this has led me to suggest that the American Library Association should consider setting up a separate corporation and selling stocks to raise enough money to buy the Library of Congress. That way we could always control who would be Librarian of Congress, and we could make a lot of money selling research data to senators and representatives. Of course, that might raise the national debt even further, but since I see few signs that Congress actually acts upon the information it gathers, it might just bypass the information-gathering process and vote di-

rectly according to its various biases without pretending to be making rational decisions.

DOROTHY M. BRODERICK, ALA member,
editor, Voice of Youth Advocates,
Virginia Beach, Va.

Says SAILIS story is suspect

THE DECEMBER *AMERICAN LIBRARIES* contained a news item (p. 887), taken from a press release, which stated that the South African Institute for Librarianship and Information Science (SAILIS) had spoken out against censorship. You also quoted the press release as calling SAILIS "a nonracial body which represents nearly 3,000 professionals."

It is difficult to judge the accuracy of this story on SAILIS's opposition to censorship, and even of the description of its membership composition, since it comes from SAILIS itself. Press releases do not necessarily tell the whole story and I, for one, am skeptical of any press release issued by a primarily white South African organization.

You would be doing a service if *AL* investigated what the actual situation is in South Africa and presented an objective picture of SAILIS, the extent to which the organization is opposing government censorship, and how representative of *all* South Africans it is.

WILLIAM F. SCHENCK, ALA member,
Vienna, Va.

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Children's services—what do they mean to the rest of the profession?

The challenges facing today's youth-services librarians will affect only three of your concerns: job, society, and quality of life

By Linda Ward Callaghan



HERE'S SOMETHING to send shivers down your spine: the class of 2000 is now in school. That awesome benchmark of civilization—the 21st century—is just around the corner, and it will come as a shock to many that today's kindergarteners will graduate from high school as the class of 2000. Swarms of fourth graders now raiding school and public libraries for science-fair materials will already be in the work force at the turn of the century or setting out on their careers as college graduates.

Projections indicate that school enrollment figures in 1993 will have crept up to 1965 levels for K-8 students, while high school enrollment will begin rising in 1990.¹ Birth rates in the coming years will determine the shape of youth services in the 1990s and form the foundation of adult service needs in the 21st century.

As I see my young friends—so proud to share what they've learned—negotiate the rite of passage into education, I reflect on

Linda Ward Callaghan is a seasoned children's librarian who has directed services to young people at Deerfield (Ill.) Public Library for the last three years. She formerly worked with children at the Chicago Public Library for six years. Her writings include an article on reference services to children in a recent *Reference Librarian*.

In May 1986 she was named chair of a major new task force for approaching the future of library youth services—the Allerton Institute/Alliance for Excellence goals task force established by ALA's three youth divisions: the American Association of School Librarians, the Association for Library Services to Children, and the Young Adult Services Division.

the challenges youth-service personnel in school and public libraries face daily. Because the adult services sector of public, academic, and special libraries will inherit these children sooner than we can imagine, *all* librarians need to monitor how responses to the needs of youth today will shape the adults of tomorrow. Perhaps adult services personnel can be spared a legacy of problems.



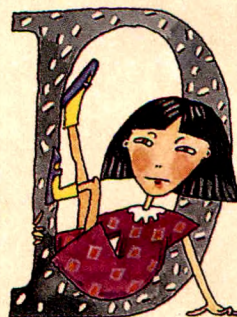
TRUGGLING with the low literacy rate in adult society, the library community knows that illiteracy breeds illiteracy. The disadvantaged reader who is also a parent is unable to aid children in reading mastery, homework assignments, or study skills. Children who struggle during the crucial first years of school can become frustrated with the task of learning, give up on their potential, and drop out of school.²

In my experience, kids who do not receive strong reinforcement of early learning skills can be lost by the end of fourth grade and on their way to behavioral problems. Many can become so frustrated that they seek those other means of self-esteem: drugs, gangs, teenage pregnancy.

Arrested literacy skills and abandoned education create new members of the work force who are unskilled and difficult to employ. Some workers may find on-the-job training programs; but even as corporations and industry spend training budgets on preparing workers to function in an advanced technological environment, how will management deal with personnel who cannot read the new manuals?

Re-education on the job will also be necessary every few years as students likewise become white collar workers. Increased numbers of liberal arts graduates are work-

ing in business writing technical manuals or conducting communications classes for corporation managers who are unable to write clear memos or effective department reports. Foreign language skills have also become necessary in sales departments to increase U.S. trade to overseas markets.



DIVORCE AND teenage pregnancy have increased the number of single parents. Even in two-parent families, more women have either chosen to pursue careers beyond marriage or been driven into the work force by economic need. Many of the children of these working parents cannot return home immediately after school. The latchkey child has become such a common afterschool patron of public library children's departments that some public libraries are formulating policy to deal with this problem.³

Perceived as a safe environment, the library is used for after-school child care by an increasing number of parents who cannot afford independent sitters or organized programs. The number of latchkey children seen in the public library is just a portion of this population. While it is convenient to believe other children are in the care of a sitter, many simply return home alone or, at best, to the supervision of slightly older siblings (frequently younger than 12).

What are the library's responsibilities and liabilities concerning children who need the public library as a haven from 3 to 6 p.m.?

Changing family patterns place additional burdens on the provision of library services, too. Increased demands for evening storyhours and special library programming compounds youth-services staffing problems, since the number of pa-

trons seeking reference and homework assistance evenings and weekends is already high. If this demand for services continues, it will mean expanding youth staff at a time when trained youth-services librarians may still be in short supply.⁴



IN EARLY 1987 the executive boards of the three American Library Association youth divisions—the American Association of School Librarians, the Association for Library Service to Children, and the Young Adult Services Division—formed a task force to study reports of the latest Allerton Institute discussion groups and the Alliance for Excellence Task Force. The work of the interdivisional task force began with a pooling of recommendations from the groups.

The task force prepared a mission statement and action plan that was presented to the youth divisions at Midwinter. Specific

actions will be formulated by ALA's Annual Conference in July.

Using these recommendations, the leadership of the youth divisions can move into the future with a cooperative strategy for tackling problems and improving the delivery of services to young people. □

Notes

1. *The Statistical Abstract of the United States, 1987*. Washington: United States Department of Commerce, Social and Economic Statistics Administration, Bureau of the Census, 1986.

Public and Private Elementary and Secondary School Enrollments: Outlook. Washington: Center for Educational Statistics, United States Department of Education, 1987.

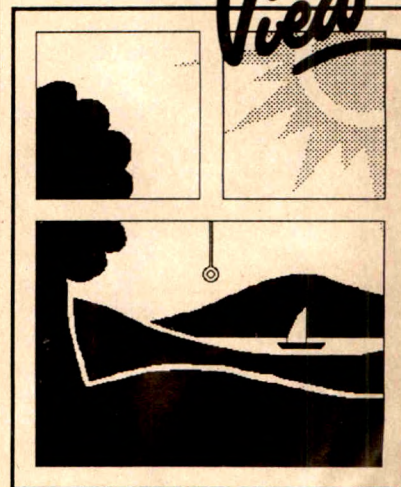
2. Jonathan Kozol. *Illiterate America*. Garden City, N.Y.: Anchor Press/Doubleday, 1985.

Jonathan Kozol. *Death at an Early Age*. Boston: Houghton Mifflin, 1967.

3. Christopher Bowen. "Beyond Shhh!" *Illinois Libraries*, to be published, February 1988.

4. Mary Somerville. "Facing the Shortage of Children's Librarians." *American Libraries* 18, no. 6 (June 1987), p. 418-425, 428.

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Illustrations by Mary Jones

WHAT YOU CAN DO NOW

WHAT CAN NON-CHILDREN'S-services librarians do to improve the outlook for adult services beyond the year 2000? Here are a few recommendations:

- Embrace ALA's "Library card for every child" program. Form coalitions with community organizations to campaign for total registration. Kids are great ambassadors for library service, capable of drawing parents into the library.

- Make friends with a five-year-old. As youngsters gain the power to vote, the state of the 21st century passes into their hands.

- Volunteer as a homework helper in your public library. Your knowledge can aid students working on science fair projects, history research, or the dreaded term paper. By example, you can subtly teach youngsters research, organization, and writing skills.

- Use every opportunity in social and community contacts to wave the library banner and promote lifelong learning. Has the Little League coach checked out Ted Williams' *The Science of Hitting* to use with the team?

- Generate greater visibility and support for a strong youth services program in your public library and school system.

- Eliminate barriers to information access and encourage young people to use new technology as an information tool; satisfy their natural curiosity and quest for answers now and they will view the library as a vital information resource.

- Involve youth services personnel in formulating policy and setting goals for your organization that utilize cooperative efforts of area libraries to create a flow of lifelong library use.

Child abuse: The librarian's role

Patrons with childcare questions may need more than information

By Svea Gold

NEW LIBRARIANS, BE warned: child abuse prevention may not be in your job descriptions or taught to you in library school; but, like it or not, it may come with the territory.

At times we are heroes. Eugene (Ore.) Public Library's Donna Hill recently stopped a man from luring a child into the

Svea Gold, reference librarian at Eugene (Ore.) Public Library, has written several works on child development and child abuse. Her latest is *When Children Invite Child Abuse: A Search for Answers When Love Is Not Enough* (Fern Ridge Press, 1986).

library's restroom after overhearing him say he had to search her for stolen books. The culprit proved to be a child molester long sought by authorities.

Sometimes we are audience to heroics of children. A librarian heard this calm response from a six-year-old who had viewed an exhibitionist at work in the library: "Oh, I told him the bathroom was upstairs."

Mostly, we are accessible. One day, a young woman plopped down near me at the reference desk. "Quick, give me a book before I kill him!" she exclaimed.

A mother myself, I asked, "Three years old?" When she nodded, I suggested, among other titles, Louise Bates Ames' *Your Three Year Old: Friend or Enemy* (Delacorte Press, 1976) and the address of a local parent support group.

Be a good listener

Did I save a child from imminent danger that day? I doubt it; anyone secure enough to come out and say "I'm going to kill him!" is unlikely to do so. Still, parents rarely seek help if all is going well at home.

More telling, when patrons seek us out for childcare information easily available on the shelves, they may actually want another human being to listen to them. At those times, I wish that somewhere lights would flash and sirens sound. For then, no matter how understaffed our libraries may be, we must come out from behind our desks and try to help.

To stop child abuse before it starts, we must be aware at least of what studies tell us: that there are *identifiable* high-risk children, parents, and situations.¹

(Continued on p. 134.)

Selected titles for families at risk

The following books for children and young adults concern problems of victims of abuse or deprivation.

Also recommended are Sharon Sprede-mann Dreyer's *The Bookfinder: When Kids Need Books*, 3rd ed. (American Guidance Service, 1985), which annotates children's titles published from 1979 to 1982 on abuse and other topics, and *Booklist's* May 1, 1985, bibliography of child abuse materials.

Booklist editors Barbara Elleman, Sally Estes, Hazel Rochman, and Stephanie Zvirin contributed their choices to the list:

For children

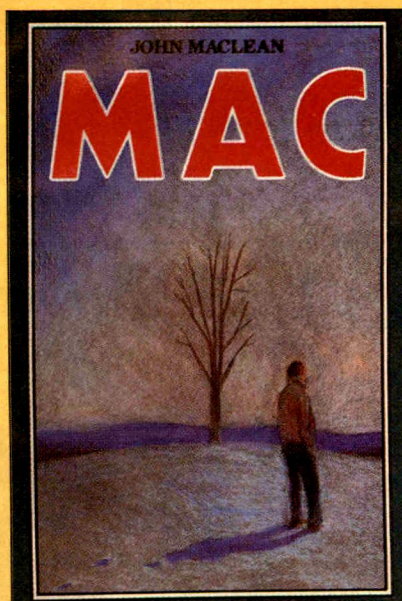
Anderson, Deborah, and Martha Finn. *Liza's Story: Child Neglect and the Police* (Minneapolis: Dillon Press, 1986). Liza's neglect becomes a matter for the police.

Anderson, Deborah. *Margaret's Story: Sexual Abuse and Going to Court* (Minneapolis, Minn.: Dillon Press, 1986). Sexually abused, a girl seeks help.

Clifton, Lucille, et al. *Everett Anderson's Goodbye* (Somerset, N.J.: Henry Holt & Co., 1983). Grief over dead father.

Girard, Linda. *Who Is a Stranger and What Should I Do?* (Niles, Ill.: Albert Whitman & Co., 1985). Nonscary, practical advice about dealing with strangers.

Hazen, Barbara Shook. *Tight Times* (New York: Viking Press, Inc., 1979). Mother works, father loses job.



In John MacLean's *Mac*, a boy is afraid to admit that he has been abused by his doctor.

Viorst, Judith. *Alexander and the Terrible, Horrible, No Good, Very Bad Day* (New York: Macmillan, 1976). Boy threatens to run away after an especially trying day.

Walter, Mildred Pitts. *My Mama Needs Me* (New York: Lothrop, Lee & Shepard Books, 1983). New baby gives older child new importance.

Zemach, Margot. *It Could Always Be Worse* (New York: Farrar, Straus, Giroux, Inc., 1976). Yiddish folk tale about making the best of things.

Zindel, Paul. *I Love My Mother* (New York: Harper and Row, 1975). Single mother, only child.

Zolotow, Charlotte. *If It Weren't for You* (New York: Harper and Row, 1987). Sibling jealousy.

For young adults

Greene, Bette. *Summer of My German Soldier* (New York: Dial, 1973). Patty's father beats her.

Hamilton, Virginia. *Sweet Whispers, Brother Rush* (New York: Philomel Books, 1982). Tree struggles to forgive her mother for abusing Tree's mentally disabled brother.

Irwin, Hadley. *Abby, My Love* (New York: Atheneum, 1985). Incest is a family's ugly secret.

MacLean, John. *Mac* (Boston: Houghton Mifflin, 1985). Mac is abused by his doctor during a medical examination.

Magorian, Michelle. *Good Night, Mr. Tom* (New York: Harper and Row, 1982). An evacuee child from World War II London is covered with sores and bruises.

Newton, Suzanne. *I Will Call It Georgie's Blues* (New York: Viking Press, Inc., 1983). His father's psychological abuse drives a little boy to a mental breakdown.

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(1) Annual Report 1986/87, page 14.

(2) Annual Report 1986/87, page 16.

(3) OCLC Catalog of Products and Services, Winter 1988, inside front cover

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U.S. presidential candidates comment on library issues

Here are the first replies to an ALA member's questions

by Janis M. Bandelin

IN NOVEMBER 1988, THE American people will elect a new President. Because the holder of that office can profoundly influence library and information policy, librarians will do well to know the specific views of each presidential candidate before voting in primaries and the general election.

In mid-1987, consulting with Prof. Bernard Schlessinger of the Texas Woman's University School of Library and Information Studies, I formulated four questions to elicit the opinions of each candidate on issues concerning librarians. They were:

1. *How do you view the library's role in educating our society and in preserving our system of government?*

2. *In the past few years, the present administration has been in favor of "zeroing out" the funding for library programs. How large a role do you believe the federal government should play in providing funds for libraries?*

3. *What is your view on contracting out government library and information services to private firms?*

4. *How do you use the library? How has the existence of libraries affected your life?*

In July I sent these questions along with a letter to the (then) 15 apparent presidential candidates from the two major parties.* The letter could only promise that responses would appear in *American Libraries*, the magazine of the American Library Association, if a fair number of opinions were received.

*The 15 candidates then identified by the media were: Bruce Babbitt, Joseph Biden, Jr., George Bush, Robert Dole, Michael Dukakis, Pete du Pont, Richard Gephardt, Albert Gore, Alexander Haig, Jesse Jackson, Jack Kemp, Paul Laxalt, Pat Robertson, Patricia Schroeder, and Paul Simon.

Janis Bandelin is a doctoral student in the School of Library and Information Studies, Texas Woman's University, and special projects librarian at the University of Texas Southwestern Medical Center in Dallas. Her interest in politics prompted her to develop this survey.

By October, I had received full responses from Sen. Paul Simon (D-Ill.) and Sen. Joseph Biden, Jr. (D-Del.), and a brief statement from Rep. Jack Kemp (R-N.Y.). To encourage more response, I sent a second mailing with a deadline of Dec. 1. This time, Sen. Robert Dole (R-Kans.) provided a statement through his campaign vice-chairperson Robert Lightnizer.

Encouraged by *American Libraries*, I have continued to pursue responses from the remaining candidates, and answers will be published as received. Meanwhile, the unedited replies from Kemp, Simon, and Dole are presented below in the order received. Although Biden is no longer a candidate, he is an influential member of the Senate, and his responses are informative; therefore, excerpts from his remarks are appended.

Rep. Jack Kemp (R-N.Y.)

Statement on libraries:

I BELIEVE THAT THE PUBLIC LIBRARY plays a very important role in our democratic society, as a source of information and an opportunity for learning that is open to all people. While I do not favor the elimination of federal aid to libraries, I believe that the primary responsibility for library funding belongs to states and localities. In general, I think that contracting out can be a positive option that will increase efficiency and responsiveness, but it must be carefully monitored to ensure that the public interest is served. I have found the Library of Congress to be an enormous asset to my work as a member of Congress since 1970, and my family and I have used the public library often.

Sen. Paul Simon (D-Ill.)

Responses to questions:

1. *The library's role*

I VIEW THE LIBRARY'S ROLE IN education and in our government as an integral and critical part of these systems. Library services are a key to expanding a child's interest in reading at the earliest levels to enable them to complete their educational research development in later years at each educational level. Within govern-

ment, libraries enable us to store the massive amounts of research and informational data enabling the government to function in a much more orderly and efficient manner. Libraries provide for the wide distribution of information to numerous entities, and, therefore, prevent them from continually "reinventing the wheel" or from excessively duplicating materials. Clearly, my staff and I could not be as efficient without the use of the Library of Congress at our fingertips to answer an infinite variety of requests.

2. *Federal funding of libraries*

I have strongly and consistently opposed the Reagan Administration's past proposals to cut the funding for libraries and have always believed this is a very shortsighted proposal. I do believe the government should play a strong, supportive role in providing funds for libraries. Without federal support I realize that many libraries would be unable to continue to provide the variety of services they currently make available to the public.

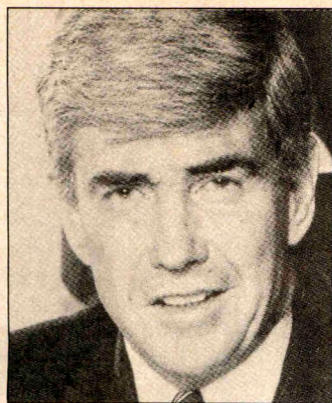
In the 1984 Library Services reauthorization, I successfully fought to include a new five million dollar program permitting local public libraries to house literacy programs. This successful outreach mechanism is now readily accessible within library communities. I am highly aware of the variety of resources that libraries can provide to a community and have made numerous legislative initiatives to expand the services available.

3. *Contracting out government libraries*

I am opposed to this concept and have stated as much in a letter with a number of my colleagues to the Office of Federal Procurement Policy in the Office of Management and Budget expressing our concern over this proposal.

4. *Libraries and you*

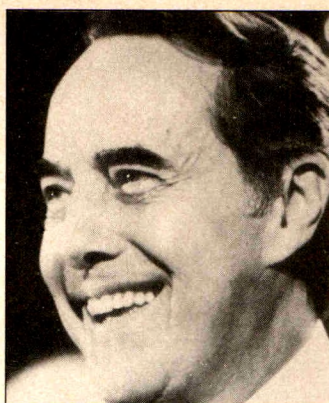
I have personally used a number of library resources throughout my professional and political careers. Libraries have been especially critical to me while writing each of my 11 books. This was particularly true while writing my book on Abraham Lincoln's early years, *Lincoln's Preparation*



Rep. Jack Kemp



Sen. Paul Simon



Sen. Robert Dole



Sen. Joseph Biden, Jr.

for *Greatness*, where extensive, detailed research was required. Libraries have continued to be of great importance throughout my career.

Sen. Robert Dole (R-Kans.)

Statement (through Robert Lightnizer)

IT IS SENATOR DOLE'S BELIEF that the American system of public libraries represents an important foundation and resource for our educational system and our society at large. Uses of our library system include reference, studying, research, general reading, job hunting, literacy training, and community enrichment programs. Most importantly our libraries are open to all. This principle of equal access to knowledge is embodied in the opportunities offered by our library system and is an important facet of our democratic way of life.

Libraries are presently a local concern, both in funding and in control. The role of the federal government in the American library system should not be to replace this local role as primary provider but should be that of leadership. Currently, through such programs as the Department of Education's Office of Library Services, the government targets funds to areas and populations that might otherwise not be able to afford a quality library program. This includes significant amounts for literacy training. The government also has taken the lead in encouraging programs that feature interlibrary cooperation. The government should continue to provide funding for such programs. However, the primary responsibility for funding libraries is and should remain at the state and local level.

Privatization of government functions is a concept that Senator Dole has supported when it has proven to be efficacious. If private firms, without sacrificing present levels of quality and equality, are able to provide government library and informa-

tion services cheaper and more efficiently than the government can, he has no objections to the contracting out of such services.

Libraries will remain a symbol of the opportunity America offers to its citizens to advance themselves through reading. The advantages that American libraries offer on a free and open basis are distinctly unique and rare in this world.

Appendix

Sen. Joseph Biden, Jr. (D-Del.)

Excerpts from responses to questions

1. The library role

LIBRARIES PLAY A KEY ROLE IN American society by promoting equal access to information on a wide range of viewpoints, while the Depository Library System serves as the primary mechanism for making government information readily available to our citizens. I have always respected the library profession for being among the first to speak out, through the American Library Association and other professional organizations, against any attempts to censor or restrict the public's access to information.

... I see the library serving as a key resource in the educational process by providing access to information in both paper and electronic formats. I view librarians as partners with teachers who together help children discover a love for learning as well as developing skills in seeking and using information which they will draw upon during their entire lifetime.

2. Federal funding for libraries

... While library services have been and always will be primarily the responsibility of local communities, I believe the federal government must play a role in providing financial assistance to local communities, particularly those where the need is greatest.

I also believe it is the responsibility of the federal government to develop policy for the dissemination of public information which insures that the *spirit* as well as the *letter* of Title 44 are fulfilled. A cornerstone of this policy should be adequate federal funding for the Depository Library System.

... I am opposed to the recent efforts by the Reagan Administration to restrict the public information available through commercial database systems and to eliminate questions from the 1990 census "dress rehearsal." Free flows of information are essential to the functioning of a free society.

3. Contracting out government libraries

I am opposed to any attempts at privatization which are likely to restrict the general public's access to public information, and therefore violate the spirit if not the letter of Title 44. For example, the proposed privatization of the National Technical Information Service runs the risk of disenfranchising segments of the public who depend on NTIS for government research reports at a reasonable cost.

On the other hand, the marketplace for government information consists of widely diverse groups of users, ranging from senior citizens to Fortune 500 corporations. New electronic technologies have created a range of delivery mechanisms for the same information and have created opportunities for the private sector to create value-added services. Judging from the ongoing debate among various segments of the information community, current federal policy has not kept up with technological advances.

4. Libraries and you

... It would be impossible for me to fulfill the responsibilities of being a U.S. Senator without timely and accurate information. Members of Congress are fortunate to have ready access to some of the finest library services in the country... □

Legal Issues Affecting Libraries and Librarians

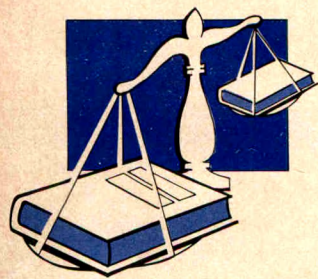
Employment laws, liability & insurance, contracts,
and problem patrons

by Joseph J. Mika and Bruce A. Shuman

Lesson II: Liability insurance, malpractice, and copyright

(Lesson I appeared in the January issue of American Libraries. To participate, see box.)

Liability and insurance



WHEN ENTERING the profession, librarians rarely think about the impending responsibilities they might incur. Yet much of what we do may lead us into situations that are potentially open to liability suits filed by our clients and employees. Liability, as defined in legal terms, means bound and obliged in law, or equity, responsible, answerable; or responsibilities, duties, obligations that are based in the law.

The patron who falls on a slippery floor, the individual who takes issue with our reference service, the parents upset by material they term "pornographic" provided by the children's librarian, the employee angry over denial of a raise or promotion who brings suit against the director for financial mismanagement, or the person who accuses a librarian of malpractice and sues the board of trustees; these are just a few examples. The scope of liability extends to library directors, employees, and the boards or individuals governing the library.

As professionals, we are seen by our clients as experts in information retrieval, reader's service, and information management. The patron's initial reaction is to accept the information we provide as factual, as gospel, as an accurate statement or record. Our clients normally do not question the accuracy of the information, nor do they seek a second opinion. However, when that information causes action leading to damaging results, a client may

consider suing the librarian for professional malpractice or liability.

Recently the public has become much more aware of their rights and their redress if a product or a service rendered is not up to standards. Ralph Nader not only opened the eyes of consumers; he also exposed librarians to review. Librarians as well as giant corporations are now equally open to public scrutiny. Clients are becoming increasingly aware of their right to *accurate* information and their right to sue because of actions taken on the advice of librarians or based upon library data that proves to be faulty.

How to register for the course

Anyone may take part in this four-lesson continuing education course simply by reading the materials presented and cited here. However, to earn a Certificate of Completion from the American Library Association and Wayne State University, AL readers must register by using the form shown on page 27 of the January 1988 *American Libraries*. The course is free. Complete instructions for course participation appear with the registration form in the January issue.

Who sues whom

As mentioned in the first article in this series, state laws, regulations, and statutes establish guidelines that boards of directors or trustees must follow. Non-compliance opens an officer or director deemed negligent to financial damage and personal liability. Individuals pursuing a legal claim against librarians soon realize that very little can be gained financially by suing the professional—(our salaries fail to do a very good job of supporting *ourselves*, much less provide a windfall for patrons). They therefore seek recompense from the library, or, more accurately, from the trustees or directors. Trust-

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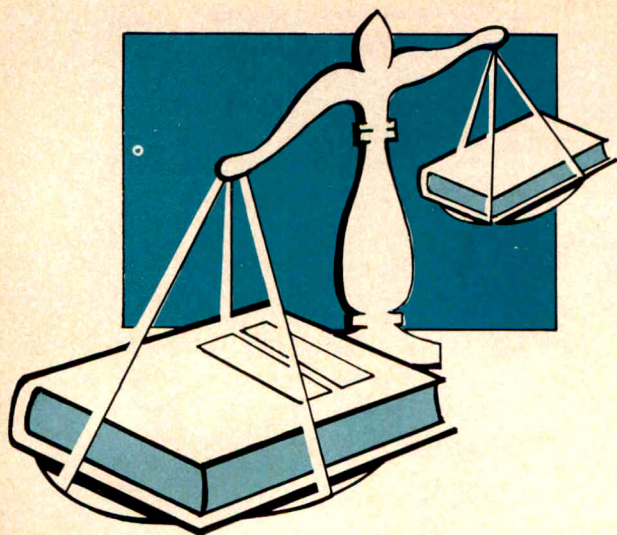
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ees are considered to be prominent citizens, well-to-do, or the spouses or heirs of wealthy individuals who have a "special" interest in community affairs and the library, and suing trustees should be more lucrative than suing the librarian. More commonly, complainants conclude, "We'll sue them all, including the librarian."

Before accepting a post as library director or trustee, each individual should inquire about liability insurance coverage. One should analyze the specific coverage, not simply raise the issue. If the library lacks an attorney who can explain the policy, you must analyze it yourself.

Insurance serves as a buffer against the increasing number of lawsuits claiming damages or compensation. William Z. Nasri provides dramatic statistics in "Professional Liability" (*Journal of Library Automation*, Summer 1987): "Successful claims against attorneys, for example, have increased by 35% . . . and the upward trend is continuing. It is estimated that over 75% of all practicing attorneys are now carrying malpractice insurance, compared to 10% twenty years ago."

This increase in legal suits, and, more importantly, the success of claimants, has caused insurance policy costs to skyrocket. In 1984, the Cleveland Public Library paid \$87,957 for its insurance policy; in 1987-88 the figure is \$324,728. This includes a major increase in the property and contents evaluation undertaken in 1985, liability for directors and officers, errors and omissions, computer equipment coverage, and general liability. In 1984, liability insurance included only directors and officers, and vehicle accidents. The 1987-88 premium reflects wider and increased coverage, but is costlier than in 1984 by a factor of four. The significant increase is in line with that of other professional and nonprofit organizations carrying liability insurance.

The high price of insurance is noted in *Library Journal* (Sept. 15, 1985 and April 1, 1986) and was debated in ALA Council in 1986 and 1987. The New York State legislature addressed the issue in Chapter 220, "Liability Insurance—Flexible Rating System—Cancellation Restrictions—Municipal Reciprocity—Nonprofit Organizations—Limitation of Liability" in the 1986 Ses-

sion Laws for the State of New York:

The legislature hereby finds and declares that the state is in the midst of an insurance crisis which affects all aspects of the public and private sectors. Day care centers, not-for-profit organizations, volunteer groups, businesses, governmental entities, housing and transit authorities, professionals and others have experienced sudden and inexplicable cancellations and nonrenewals of their liability insurance policies with little, if any notice. In other cases, policyholders and the public have been confronted by skyrocketing premiums or reductions in coverage. These events have disastrous effects on a multitude of public entities, groups and individuals and threaten to undermine economic development and the delivery of essential and necessary services to residents, consumers, and businesses throughout New York State. Because critical coverages have become unavailable or unaffordable, a comprehensive, balanced approach is imperative to provide stability and safeguard the public interest.

Section 2, 51 (E) specifically mentions "a public library."

A primary reason liability insurance has skyrocketed for public institutions and not-for-profit organizations is the withdrawal of the doctrine of "sovereign immunity," which once protected them from being sued by individuals. In 1984, this doctrine's applicability was withdrawn from Ohio libraries. Other states have taken similar action.

Library organizations and state libraries should consider adopting or adapting Illinois' excellent malpractice legislation. Illinois Public Act 84-1431 allows public library districts to accumulate funds to pay small claims for accidents on library property and provides for the pooling of savings with other governmental agencies for "self-insurance."

During 1986-87, Michigan legislators introduced bills to address officer and director liability as it applied to profit and not-for-profit institutions.

Most corporation officers are protected by indemnification provisions in their corporation laws and by state regulations. Indemnification means the protection through compensation for losses experienced by officers against whom suits are brought. Libraries should seek similar protection for their directors and officers.

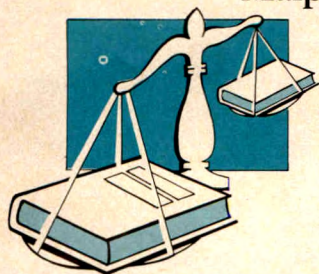
In Michigan, governments are covered under Public Act 175 (1986), which includes state courts, boards, councils, and statutorily-created task forces. Whether libraries are covered under these regulations is uncertain. Public libraries are apparently not covered under "corporation" and "not-for-profit corporation" acts but may be, if their legal establishment or creation documents say they are "authorized by law," which in this case must pertain to their being part of local governments, rather than separately-established entities with their own boards and officers.

Few laws are enacted for the specific protection of librarians, but we benefit from the concern expressed in other areas. The problems Michigan organizations have experienced in attracting and keeping directors and officers because of personal liability has led to intense interest in providing coverage for library boards of trustees. Interestingly, "The Michigan Insurance Bureau generally

agrees that this (liability) insurance is expensive and can be difficult to obtain; it does not oppose the legislation" (*Michigan in Brief: An Issues Handbook for 1987-88*, Public Sector Consultants, Inc., Lansing, 1987).

No cities, townships, or counties operate without some form of liability insurance in the state of Michigan, *Michigan in Brief* reports. Unfortunately, the same claim cannot be made for Michigan libraries. Every library should, at least, carry property insurance. A possible coping strategy might be to combine our resources cooperatively and follow the lead of other not-for-profit institutions by forming a self-insurance pool to provide coverage for directors and officers against lawsuits.

Malpractice



MALPRACTICE IS DEFINED as "the treatment of a case by a surgeon or physician in a manner contrary to accepted rules and with injurious results to the patient; hence, any professional misconduct or any

unreasonable lack of skill or fidelity in the performance of professional or fiduciary duties" (*Webster's New International Dictionary, 2nd edition*). It is interesting to note that the definition relates to medical practice, a profession with which librarians often wish to be compared. Since the medical profession, along with the legal profession and others, is experiencing an increase in malpractice suits, malpractice should also be of concern to librarians.

In "Malpractice Liability: Myth or Reality?" Nasri defines malpractice as "any professional misconduct or unreasonable lack of skill in the performance of professional duties through intentional carelessness or simple ignorance." The concern is real, at least in Illinois. In November, 1986, the state legislature mandated that "a public employee acting in the scope of his employment is not liable for an injury caused by his negligent misrepresentation or the provision of information either orally, in writing, in a book or other form of library material." (Illinois Public Act 84-1431; sec. 2-210).

Information brokers and fee-based suppliers of information would appear to be more at malpractice risk and loss of income than the librarian in the school, academic, or public environment, and therefore would have more to lose by engaging in practices that may be unethical or illegal.

The matter of degree must also be considered. Does it make a difference whether the question I answer incorrectly is "How high is Mount McKinley?" or "What information can you provide me on the establishment of my own business?" If the height of the mountain is wrong, does it compare with providing inaccurate and/or out-of-date information that prevents a patron from establishing, or delays the start-up of, a business, involving considerable effort, time, and financial investment?

An interesting article on the information practitioner

Liability insurance for ALA organization members

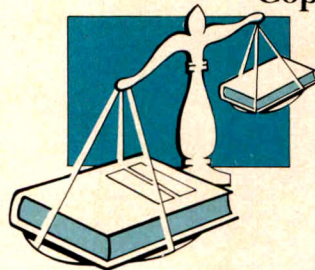
The American Library Association endorses the Library Professional Liability Insurance Plan (LPLI) for ALA organization member libraries. LPLI was developed for ALA and its member libraries by Albert H. Wohlers & Company and has been organized as a risk retention purchasing group incorporated in Illinois as a not-for-profit corporation. LPLI will pay the settlement costs, attorney fees, and defense costs up to the \$1 million policy limit, with a \$2,500 deductible. The policy insures the library, board members, officers, employees, committee members, and volunteers. For more information contact Carol Untieat at Albert Wohlers Co., Inc., 1500 Higgins Road, Park Ridge, IL 60068 (312-698-2221).

and malpractice is provided by Anne P. Mintz ("Information Practice and Malpractice... Do We Need Malpractice Insurance?" in *Online* (July 1984) 20-26).

Fortunately, the first actual case of librarian malpractice entailing subsequent lawsuit has yet to appear in the literature, although Allan Angoff wrote a very believable report of a fictional case in *American Libraries* (September 1976: 449), "Library Malpractice Suit: Could It Happen to You?" The lack of library malpractice suits may have to do with our clients' innate belief that we try to provide accurate information or as accurate as possible, and that we attempt to mislead no one intentionally or willfully. Or perhaps our clients figure that our free services entail occasional inaccurate information; after all, you get what you pay for, don't you? More likely, it is again, a realization that any claim against a librarian would realize more in personal satisfaction than monetary gain, and is just not worth the time and effort.

Personnel administration, one area that has experienced significant legal action, will be covered in lesson three.

Copyright



INCREASED USE AND dependence upon computer software and videotapes have stirred new interest in the U.S. Copyright Act of 1976. The lawsuit brought by the Association of American Publishers against New

York University regarding faculty photocopying, the case of *Salinger v. Random House, Inc.*, involving the material written by J. D. Salinger in letters, and *Sony Corp. of America v. Universal City Studios, Inc.*, dealing with videotaping copyrighted television programs for private viewing, have also created new interest.

The purpose of the protection given under the Copyright Act is to allow authors, creators of intellectual properties, and video and film producers to determine when

and how their respective creations are to be used. Librarians, more than most users, understand that we own only the item we purchase, not the creative work represented in the tape or book. Copyright law defines the rules by which both the copyright holder and owner or the "user" of the item purchased, rented, or borrowed, must abide.

Under section 106 of the Copyright Act, the copyright owner is granted the following rights:

- to reproduce the copyrighted work in copies;
- to prepare derivative works based upon the copyrighted work;
- to distribute copies of the copyrighted work to the public by sale or other transfer of ownership, or by rental, lending, or lease;
- to perform the work publicly; and
- to display the copyrighted work publicly.

Section 107, intentionally vague and brief, provides the language for "fair use," which allows use of works for research, scholarship, teaching, news reporting, comment, and criticism, providing the following factors are all present:

- the purpose of the use is not commercial;
- the purpose of the use considers the nature of the work (videotape use mandates that fair use doctrine be more restrictively applied than to books—which includes the use of books on an individual basis, while videotapes are usually designed for group/public performance);
- the purpose of the use takes into account the amount of copying. Recent court rulings have been decided on the "heart" of the work or the work's essence rather than the physical amount copied (*Salinger v. Random House, Inc.*); and
- the purpose of the use does not damage the marketability of the copyrighted work, which permits prosecution of cases involving pirated works because of their negative effect upon the financial income of the owner. Lack of funds or restrictive acquisitions budgets are not valid reasons to make multiple copies of materials owned by libraries.

In all cases, fair use is established and determined by the courts. Actions taken which you believe are in compliance with the law are considered by the courts based upon relevant circumstances and upon the above four purposes. Section 108 covers photocopying in libraries with collections accessible to the public. This section also includes copying for interlibrary loan and requires that copying be made without profit.

Downloading

The Computer Software Act of 1980 amended sections 101 and 117 of the copyright act to define computer programs and extend the copyright protection to computer software. The courts have found that databases may be copyrighted because original compilation of the material is required in their creation. Downloading, which involves the transmission of the database from a remote site

to the user's terminal, on-site, is common because of the technology. If files are transferred to create a personal database and avoid payment of connect fees and higher use fees, through the elimination of connect-time with the primary database, downloading is illegal (unless covered under special agreements between the database owner and the subscriber or user).

Research downloading, with deletion of the material after use, appears to be fair use of the material. But certain criteria enter the picture—how much of the database was downloaded? What was the nature of the original? Did downloading affect the marketability of the database itself? Questions relevant to computer software programs and databases have led at least one institution, Texas A & M University Library, to post notices informing users that the computer software programs owned by the library or used on its terminals are covered by the copyright law and that copying them falls under the same provision as photocopying printed material. □

Readings

Liability and copyright are complex problems. Literature applicable to computer and software technology is just now being published. We suggest the following sources:

Videocassette

1. *Copyright Law: What Every School, College, and Public Library Should Know*. Videocassette. Association for Information Media & Equipment, 1986.

Journal articles

2. Gorman, Robert A. "Copyright and the Professoriate: A Primer and Some Recent Developments." *Academe*, (September-October 1987) 29-33.
3. Lytle, Susan S. and Hal W. Hall. "Software, Libraries & the Copyright Law." *Library Journal* (July 1985) 33-39.
4. Nasri, William Z. "Professional Liability." *Journal of Library Administration* (Summer 1987) 141-45.
5. -----, "Malpractice Liability: Myth or Reality?" *Journal of Library Administration* (Winter 1980) 3-7.
6. Reed, Mary Hutchings. "Library and Classroom Use of Copyrighted Videotapes and Computer Software." *Show-Me Libraries* (October/November 1986) 27-32.
7. -----, *Copyright*. (Chicago: American Library Association) 1987.
8. Stumpf, Warren W. "Liability Insurance for Library Directors and Officers." *Library & Archival Security* (Summer 1985) 33-37. A concise article dealing with insurance considerations for directors and officers, risk identification, and typical policy explanation.
9. Talab, Rosemary S. "Copyright and Database Downloading." *School Library Journal* (November 1985) 132-35.
10. Ungarelli, Donald L. "Insurance and Prevention: Why and How?" *Library Trends* (Summer 1984) 57-67. An excellent introduction to insurance, property liability, analysis of risk, and insurance options.

Case Studies

11. Angoff, Allan. "Library Malpractice Suit: Could It Happen To You?" *American Libraries* (September 1976) 489.
12. Shuman, Bruce A. "A Case of Malpractice." In: *The River Bend Case Book: Problems in Public Library Service* (Phoenix, Ariz.: Oryx Press, 1981) 56-59.

Lesson 3, next month, covers contracts and unions.

UPCOMING DEADLINES FOR CLASSIFIEDS:

All ads received by Feb. 5 will appear in the March LEADS.

Ads received by March 7 will appear in the April LEADS.

Career LEADS

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IN ORDER
Late job notices
LEADS guidelines
Positions wanted
Positions open
Automation exchange
Consumer classes
Datebook calendar

american libraries classified ads

Beverly Goldberg, ed.
Debbie McDade, asst. ed.

LATE JOB NOTICES

For March issue, call 312-944-6780 x326 BEGINNING FEB. 10. Listings taken BY PHONE AS SPACE PERMITS. 10 lines maximum (approximately 100 spaces/line). ALA institutional members receive 10% discount.

HEAD, SCIENCE LIB., UC/Santa Cruz Lib. Reports to univ. ln. & serves on lib.'s principal policy-making body. Responsibilities: develops policy & procedures for major branch lib. (new bldg. to open in 1990); supervises staff of 4 lns., 4 lib. assts., 10-15 student assts.; may participate in ref. services & lib. instruction & select material in one or more disciplines for science collection of 200,000 vols. Qual.: MLS degree; demonstrated supervisory & administrative ability in an acad. or research institution; strong team bldg. & communications skills. A degree in the natural sciences & exp. w/data services, space planning, lib. instruc. pref. Appt. level: \$31,008-\$44,676. Position available Aug. 1. Send resume & names of 3 ref. by March 31 to: Katherine Beiers, Univ. Lib., U. of Calif., Santa Cruz, CA 95064. An equal-opportunity, affirmative-action employer.

ASST. LIB. PERSONNEL OFFICER FOR STAFF DVPT. & NONEXEMPT EMPLOYMENT. Under gen. direction of lib. persnl. offcr., plans, schedules, promotes, & evals. staff dvpt., CE, & orientation activ.; trains staff in persnl.-related activ., assesses trng. needs & dvps. wkshps.; plans, admins. & evals. travel & tuition reimbursement programs. Oversees policies & procedures re: job applicants & nonexempt staff. Helps resolve employee relations problems. Serves on univ. & lib. cmtes. as approp. ALA-MLS, or equiv. exp. + lib. exp. req'd. Req'd.: Exp. w/staff dvpt. programs; demon. skill in supvsn., trng., & persnl. mgmt.; demon. abil. to plan, organize, gather & analyze data, & write reports; written & oral communication skills. Asst. Ln. (\$25,000-\$35,000) or Assoc. Ln. (\$28,600-\$39,800), rank dep. upon qual. Send ltr., res., supporting documentation, & list of 3 ref. by Feb. 26 to: Susan Schoell, Lib. Persnl. Offcr., #310-AL, Stanford U. Libs., Stanford CA 94305-6004. EEO, AAE.

SYSTEMS COORD., Western Mich. Univ. Libs. Resp. incl. the installation, adaptation, implementation, & maint. of the NOTIS system. Involves system programming & coord. of appls. programming as nec., database dvpt. & mgmt., integrating bibl. data from OCLC, & analyzing, evaluating, & plng. the integration of data from other sources. Qual.: Master's degree in computer science or related discipline, considerable knowl. in use of computer hardware & software for lib. appls., proven admin. abil., & excellent interpersonal & communication skills. Exp. w/IBM mainframe & peripheral hardware, the NOTIS system, & knowl. of PL/1, IBM BASIC Assembly langs., CICS/VS, & exp. in an acad. lib. are pref. Sal.: \$27,535 + liberal fringe ben. incl. fully paid retirement, health insurance, 20 days' vac., & tuition discounts for employee & family. Send ltr. of appl., res. & acad. credentials by Feb. 22 to: Mgr. of Employment, 88-181, Western Mich. U., Kalamazoo, MI 49008. EEO, AA employer.

ACQS. LN. To manage the general acq. activ. of the lib.; monitor acquisition budget; & assist students, faculty, & staff in selecting materials & establishing selection priorities; participates in ref. activities. Reqs. MLS from ALA-accred. lib. school, effective written skills, & good communication & interpersonal skills. No exp. req'd. Opportunity for growth & advancement for demonstrated abil. Sal.: \$20,000-\$24,000. Position open until filled. Send letter of appl. & detailed resume to: Clifton H. Jones, Dir., Zahnow Lib., Saginaw Valley State U., Univ. Center MI 48710. SVSU is EO, AA.

CATALOGER. Full-time position; search reopened. Responsible for original/copy cataloging of book/nonbook mat'ls. according to DDC, AACR2, & LCSH; supervise technical support staff; update/maintain machine-readable database; provide some ref. service; assist in implementing automated system & collection development. ALA-accred. MLS & 3 yrs.' exp. cataloging in acad. lib. required, supervisory exp. desired, exp. w/DDC, AACR2, LCSH, & MARC; familiarity w/automated lib. systems & office micro-computer applications. Minimum salary \$22,000. Send letter of appl. & resume by Feb. 26 to: Human Resources, Ulster County Community College, Stone Ridge, NY 12484. No phone calls. AA, EOE.

LATE JOB NOTICES CONTINUED ON PAGE 114.

LATE JOB NOTICES CONTINUED FROM PAGE 113.

LNS. The U.S.-Saudi Arabian Jt. Economic Commission seeks citizens for 2-yr. assignments in Riyadh. Benefits: sal. + 20-25%; free housing & car. Base salaries in GS-11 range: \$27,000-\$35,000. 1) TECH. SERVICES LN. (ACQS.) to develop & maintain Finance Ministry's lib. collec. Req'd.: MLS, w/acqs. exp.; background in bus.-finance-economics; microcomputer & training exp. 2) REF./RESEARCH LN. to provide direct/indirect access to Finance Ministry's collec. Req'd.: MLS, w/research, reporting, & online svcs. exp. Also training/instruc. background needed. Preferred: business-economics or political science expertise. Send resume & SF-171 form (available from any federal gov't. office, except post offices) to: Dorothy Harrington, Suite 910, 1730 Rhode Island Ave. N.W., Washington, DC 20036.

AV SERVICES. Chadron State Col. seeks an MLS w/teaching background to manage delivery of AV hardware & software services at a small, state-supported institution tucked into the rugged Pine Ridge of northwest Nebr., 45 miles from the Black Hills. CSC enrolls 2,300 students & grants 5th- & 6th-year degrees. Lib. holds 165,000 vols. & is readying for automation. Sal.: \$18,883 min. Send appl. by Feb. 29 to: Lib. Search Cmte., Office of the Provost, Chadron State Col., Chadron, NE 69337.

HEAD OF CATALOGING SERVICES. Duties include producing catalog records utilizing online OCLC system. Construct original catalog entries. Supervise & schedule all departmental personnel. Reqs.: An ALA-accred. MLS, good communication skills, & prof. ln. exp. Quincy is a progressive community located on the bank of the Mississippi River in Mark Twain country. Sal. \$17,000+ negotiable, dep. on exp. Send resume & 3 ref. by March 15 to: Admin. Ln., Quincy Pub. Lib., 526 Jersey St., Quincy, IL 62301.

HEAD OF ACCESS SERVICES. Plans services to enhance access & delivery of info. in service-oriented environment. Manages programs in circulation, interlibrary loan, current journals & microforms, & a microcomputer center w/2 lns., 16 support staff, & student employees. Requires ALA-accred. master's degree; min. of 4 yrs.' exp., w/exp. in circulation or other access services highly desirable; excellent written & oral communication skills; good planning & problem-solving skills combined w/flexibility, initiative, & energy; strong management & interpersonal skills. Sal.: \$30,000 min. depending on qual. Appls. received by April 1 will receive first consideration. Send letter of appl., names of 3 ref., & res. to: Dana Rooks, Assistant Director for Administration, Univ. of Houston Libs., 4800 Calhoun, Houston, TX 77004. Equal-opportunity employer.

HEAD OF INFORMATION SERVICES. Provides creative leadership in planning, developing, & administering programs in ref. services, collection development, gov't. publications, lib. instruction, & automated database search services, w/13 lns., 13 support staff, & student employees. Reqs. ALA-accred. master's degree; minimum of 4 yrs.' exp. in information services in an acad. lib.; demonstrated planning, management, & interpersonal skills; excellent written & oral communication skills; & a strong user-oriented philosophy. Candidates must possess a knowl. of emerging information technology & applications to libs. Sal. \$30,000 min. depending on qual. Appls. received by April 1 will receive first consideration. Send letter of appl., names of 3 ref., & resume to: Dana Rooks, Asst. Dir. for Admin., U. of Houston Libs., 4800 Calhoun, Houston, TX 77004. Equal-opportunity employer.

LN. I, MULTIPLE POSITIONS. Kern County Lib., a progressive, diversified lib. of 27 branches & 3 bookmobiles, seeks energetic & creative lns. to apply for immediate openings in ref. & adult & children's services. Excellent interpersonal communication skills, ALA-accred. MLS required. This is an open continuous recruitment for these positions & for others that may become available in the next year. Salary: \$20,676-\$25,236. Eligible applicants will be invited to an oral interview at their own expense. Request applications from: Kern County Personnel Dept., 1120 Golden State Ave., Bakersfield, CA 93301; 805-861-2195.

LN. II, BRANCH SUPERVISOR. Kern County Lib., a progressive, diversified library of 27 branches & 3 bookmobiles, seeks energetic & creative public-service-oriented lns. to apply for future openings. Excellent interpersonal skills highly desired. Master's degree in lib. science from an ALA-accred. lib. school & 2 yrs.' prof. ln. exp. required. Salary: \$22,608-\$27,600. This is an open continuous recruitment. Request applications from: Kern County Personnel Dept., 1120 Golden State Ave., Bakersfield, CA 93301; 805-861-2195.

CHILDREN'S SPECIALIST, Drexel U./Col. of Info. Studies. Tenure-track position anticipated, beginning in Sept. Develop courses & perform research in info. studies & resources for children & adolescents. Some of the following characteristics would also be desirable: knowl. of impact of technology on svcs. to youth; knowl. of & involvement in info. resources for children & YAs; an approach to svcs. & resources based on knowl. of human dvpt.; & prof. exp. in a pub. lib. setting. Candidates w/secondary strengths in other areas will receive special consid. A doctorate in a relevant area is req'd. Appt. will be at Asst. or Assoc. Prof. level from min. of \$33,000 per acad. yr. Candidates at mid-career level encouraged to apply. Closing date March 1. Res. should accompany appl. to: Belver Griffith, Search Cmte., Col. of Info. Studies, Drexel U., Philadelphia PA 19104; 215-895-2474. Drexel U. is an equal-oppty., affirm.-action inst. & invites appls. from minorities & women. EOE, AA.

PHYSICAL SCIENCES & ENGINEERING BIBLIOGRAPHER to provide collection management, ref., bibl. instruc., & online searching services primarily for mathematics, physics, geology, mechanical engineering, electrical engineering, & computer engineering. Req'd.: ALA-accred. MLS & either a degree in the physical sciences/engineering or equivalent exp. in a science-technology lib. Preferred: Master's degree in the physical sciences/engineering & public service acad. lib. exp. This is a 12-mo., Instructor-level position, w/22 days' vacation, & standard benefits package, & may lead to promotion & eligibility for tenure. Salary up to \$25,000. To apply, send a letter of appl., resume, & 3 ref. by March 15 to: Ann Bolek, Search Committee, Science-Technology Lib., The Univ. of Akron, Akron, OH 44325. The Univ. of Akron is an equal-education & employment institution.

2 POSITIONS OPEN. St. Lucie Co. Lib. System is seeking applicants for the following positions. 1) **REF. LN.** (reopened). ALA-MLS, 2 yrs.' exp. in ref. work preferred. Candidates must possess a knowledge of ref. tools, exp. in book selection, & communication skills. 2) **BRANCH LN.** ALA-MLS, 2 yrs.' exp. in pub. lib. work preferred. Candidates must be able to demonstrate administrative, supervisory, planning, evaluating, & decision-making skills. Minimum starting salary is \$17,160 plus approx. \$2,400 in benefits. Send resume & 3 ref. to: Susan Broom, Assistant Dir., St. Lucie County Lib. System, 124 N. Indian River Dr., Fort Pierce, FL 34950; 305-461-5708.

SCIENCE/REF. BIBLIOGRAPHER. As part of a public services team of 13 professionals, Brooklyn Col. seeks a versatile, energetic ln. to provide general ref. services & collection development, database searching, & lib. instruc. in the special areas of health & nutrition, biology, psychology, & geology. Reqs.: ALA-accred. MLS, + an appropriate subject master's; good interpersonal skills; an interest in electronic info. delivery (lib. is implementing NOTIS & CD-ROM resources). Public service exp. in an acad. lib., exp. in searching science databases highly desirable. Sal.: \$26,000-\$40,000 (Asst. Prof.) dep. on qual., exp. Excellent ben., TIAA/CREF. Submit res., names of 3 ref. no later than March 4 to: Barbra Higginbotham, Chief Ln., Brooklyn Col., Brooklyn NY 11210. AA, EOE.

REF. LN. Will share responsibility for general ref. services & online literature searching; will have primary responsibility for overseeing lib. instruction program. Strong public service orientation is req'd. Commitment to bibl. instruction & knowledge of online searching desirable. Salary: \$19,500. Closing date: March 31. Send resume & names of 3 ref. to: Search Committee for Ref. Ln., Curtis Laws Wilson Lib., Univ. of Missouri-Rolla, Rolla, MO 65401. AA, EEO.

LIB. DIRECTOR. The Shelter Island Pub. Lib. is seeking a full-time director for a small but up-to-date lib. Should have 2 yrs.' college or equivalent lib. exp. Must have personnel skills to work effectively w/paid & volunteer staff. Computer capability essential. Salary: between \$10,000 & \$15,000. Send resume to: Gregory F. Price, Shelter Island Pub. Lib., Shelter Island, NY 11964.

ASST. LN. South Ga. College is seeking an asst. ln. w/master's degree in lib. or info. science. Duties incl. acqs., periodicals, & ref. Salary ranges from \$25,000 for the fiscal year. Contact, by March 31: Dr. Ben Pitts, South Georgia Col., Douglas, GA 31533-5098. An EEO, AA, M/F employer.

2 POSITIONS. The Pub. Lib. of Columbus & Franklin Co. has immediate openings for the following positions: 1) **LN. I/CATALOG.** Must have an MLS from an ALA-accred. college or univ., knowledge of technical services w/an emphasis on cataloging, incl. Lib. of Congress subject headings & Dewey classifications. 2) **LN. I/CHILDREN'S SPECIALIST.** Applicants should possess an MLS, exp. &/or acad. training in delivery of children's services, & abil. to adapt to various situations. For both positions we offer a starting salary of \$19,489.60, a comprehensive fringe benefit program, & a challenging work environment. Resumes can be submitted to: Personnel Dept., Pub. Lib. of Columbus & Franklin County, 28 S. Hamilton Rd., Columbus, OH 43213. An EEO, affirmative-action employer.

COORDINATOR for Southwest Area Multi-Co. Multi-Type Interlib. Exchange (SAMMIE), Marshall, Minn. Implement multitype lib. coop. program for the 18 counties in southwestern Minn. MLS pref. Must have demonstrated abil. to organize, coordinate, & communicate; also abil. to provide ref. services. Must be able to develop & write lucid planning documents, grant proposals, reports, & publicity releases. Exp. in more than one type of lib. in rural environment highly desirable. Exp. in computers & lib. automation desired. Salary negotiable from \$21,000, plus health insurance for 40-hour week w/6-mo. probationary period. Appls. accepted until position is filled. Send appl., resume, & current ref. to: Personnel Committee, SAMMIE, Southwest State Univ., Marshall, MN 56258.

REF. LN. Duties include general ref. work, some evening & weekend hours. Requires an ALA-accred. MLS, excellent writing skills, & knowledge of computers desirable. Quincy is a progressive community located on the bank of the Mississippi River in Mark Twain country. Salary: \$14,500, negotiable depending on exp. Send resume & 3 ref. by March 15 to: Carolyn Jensen, Ref. Dept., Quincy Pub. Lib., 526 Jersey St., Quincy, IL 62301.

LATE JOB NOTICES CONTINUED ON PAGE 116.

ASST. LN. Now available. Lib. seeks motivated, dynamic ln. for outreach & ref./online searching. Someone who enthusiastically meets challenges. Some traveling. Lib. automated. Qual.: MLS from ALA-accred. school. Experienced MEDLINE searcher, 2 or more yrs.' exp. in medical lib., exp. in outreach/program development. Sal.: \$24,000. Send resume to: Ursula Scott, Lib., Tex. Tech. Univ. Reg'l. Acad. Health Ctr., 800 W. 4th St., Odessa, TX 79763. EEO, AA employer.

EXTENSION SERVICES LN. Responsible for administrative outreach services incl. school service & bookmobile. ALA-accred. MLS req'd. Salary: minimum \$23,880. Excellent ben. Available April 1. Must receive letter of appl., resume, & 3 letters of ref. by March 4. Apply to: Lyn Hopper, Dir., Pine Mountain Reg'l. Lib., 218 Perry St., Manchester, GA 31816. EOE.

CAREER OPPORTUNITIES

Guidelines

A salary range is required for all job recruitment ads per the guidelines of the American Library Association. "Faculty rank" and "status" are variable and should be explored carefully by applicants. ALA opposes residency requirements. Direct or implied biases will be edited out of ads. Job titles should reflect responsibilities as defined in ALA personnel guidelines.

Frequency/Deadlines

LEADS classifieds: All line/display classifieds received by the 5th (or, when AL's offices are closed on the 5th, the next business day) will appear in the next month's issue. Issue dates are the first of every month except July. (Vacancies filled after submission can be stamped "filled" until the 18th; advertiser is billed for original ad.) **Late job notices** are accepted by phone only, as space permits, **beginning on the 10th.**

LEADS Rates

NOTE: ALA organizational membership required for discounts on job recruitment advertising.

Joblines: Free listing of numbers and addresses for nonprofit job clearinghouses. Please provide numbers and addresses for employers to contact joblines. No commercial agencies. (**NOTE: AL does not supply job lists or forward jobs to clearinghouses.**)

Positions Wanted: ALA personal members receive first 50 words free, 50 cents each word over (limit 3 free ads/year). Nonmembers: 50 cents/word.

Positions Open, Professional Exchange, or Requests for Proposals (Please state department and format desired):

Line-by-line: \$5/line; 20% off for ALA organizational members (\$4/line).

Display: Boxes, larger type, prominent format. \$50/column inch; 20% off for ALA organizational members.

Late Job Notices: \$10/line (no display ads accepted); 10% off for ALA organizational mem-

bers (no phone surcharge). See complete instructions in section.

Automation Exchange: Computer materials available or wanted. Headings include Instructional Materials; Used Hardware; Public Domain Software; and Hard/Software Wanted. (Please state section desired.) \$5/line (no display ads accepted); multiple-insertion discounts on total cost: 2-5 months per year, 5% off; 6 months or more, 10%. No ALA membership discounts applicable.

Consumer Classics: Headings include Available At No Charge; For Sale; Wanted; Barter; Personal; Out-of-Print Books; Periodicals and Serials; and Services and Sources. (Please state section desired.) Format and rates same as for Automation Exchange above.

Datebook: Line-by-line or display format. See rate box in section.

Box numbers: AL will provide blind box numbers on advertiser's request for \$10 surcharge (free to ALA personal members placing Positions Wanted ads.)

GRAPEVINE weekly online job alert: All job ads received at AL by the end of each workweek that are designated for GRAPEVINE will appear in the following Monday's issue. Published only via ALANET (to read, type VINE at system level or from within the Units menu, ALANET 4). Life of ad determined by employer's application deadline; if no deadline is given, ad runs for 2 consecutive issues.

Address

Contact: Beverly Goldberg, LEADS, *American Libraries*, 50 E. Huron St., Chicago, IL 60611; 312-944-6780 x326 (toll-free 800-545-2433; in Ill. only 800-545-2444; in Canada 800-545-2455).

Electronic Mail: Via ALANET: write c/o ALLEADS or use the LEADSAD online order form. Via TELEX: 490-999-2040 ALA UI (TWX prefix 710).

To reply to box nos., write: Box (no.), c/o Beverly Goldberg at *American Libraries*. Mark mailing envelope "Confidential."

PLEASE NOTE:

1) All AL classified ads accepted by phone incur a surcharge (\$5 total for line ads and \$10 total for display ads), except for Late Jobs.

2) Advertisers using purchase orders should supply purchase order numbers to AL within 2 weeks of placement of advertising. Later receipt will result in incomplete billing.

GRAPEVINE Rates

Brief job listings only. Published only on ALANET; contents independent of AL's LEADS classifieds. Format includes: position title; salary range; application deadline; and contact name/address/phone. (Job rank and start date optional.) If the same position is advertised in AL's LEADS classifieds, a cross-reference to the corresponding LEADS ad is given. \$25/listing; \$10/listing if same job opening advertised in AL's LEADS classifieds. No ALA membership discounts applicable.

JOBLINES

AMERICAN SOCIETY FOR INFORMATION SCIENCE Jobline (monthly). Mailed to all ASIS members; available on request to nonmembers. To order or to list a position, write: *ASIS Jobline*, ASIS Hdqtrs., 1424 16th St. NW, Suite 404, Washington, DC 20036.

ARIZONA Job Hotline: 602-278-1327. To list a position, write Arizona Job Hotline, c/o Maricopa County Library, 3375 W. Durango, Phoenix, AZ 85009 or phone 602-269-2535.

ASSOCIATION OF COLLEGE AND RESEARCH LIBRARIES Jobline: 312-944-6795. To list a position, obtain jobline form from: ACRL Jobline, ACRL/ALA, 50 E. Huron St., Chicago, IL 60611. Listing fee: \$30 ACRL members; \$35 nonmembers.

BRITISH COLUMBIA Library Association Jobline: 604-430-6411. To list a position write: BCLA Jobline, British Columbia Library As-

sociation, #300-3665 Kingsway, Vancouver, B.C., V5R 5W2, Canada.

CALIFORNIA Library Association Jobline: 916-443-1222 or 818-797-4602. To list a position: write CLA, 717 K St., Suite 300, Sacramento, CA 95814-3477; 916-447-8541.

CALIFORNIA Media and Library Educators Association (CMLEA) Job Hotline: 415-697-8832. To list a position: write CMLEA, 1575 Old Bayshore Highway, Suite 204, Burlingame, CA 94010 or phone 415-692-2350.

(CALIF.) SAN ANDREAS-SAN FRANCISCO BAY Special Libraries Association: 408-378-8854 or 415-391-7441. To list a position: call Larry R. White at 415-620-4919.

(CALIF.) SOUTHERN CALIFORNIA CHAPTER, Special Libraries Association: 818-795-2145. To list a position: write Nancy Zachariasen, Millikan Library, 1-32, California Institute of Technology, Pasadena, CA 91125 or phone 818-356-6704.

CANADIAN ASSOCIATION OF SPECIAL LIBRARIES AND INFORMATION SER-

VICES/Ottawa Chapter Jobline: 613-237-3688. To list a position, write: Job Bank Coordinator, CASLIS, 13C Deerfield Dr., Nepean, Ont. K2G 3R7, Canada.

COLORADO State Library Jobline: 303-866-6741. To list a position: write the Jobline, 201 E. Colfax, Denver, CO 80203 or phone 303-866-6740. **COLORADO LIBRARIES ONLY.**

CONNECTICUT Library Association Jobline: 203-727-9675, 24 hrs., updated weekly. To list a position: write CLA Jobline, Conn. State Lib., 231 Capitol Ave., Hartford, CT 06106.

(D.C.) METROPOLITAN WASHINGTON Library Jobline: 202-223-2272. To list a position: write Jobline, Metropolitan Washington Library Council, 1875 Eye St. NW, Suite 200, Washington, DC 20006, or phone 202-223-6800, x458. Listing fee: \$60 nonmembers.

DELAWARE Library Association Jobline: 302-736-4748 x69 (in Del. only, 800-282-8696) or call the New Jersey and/or Pennsylvania Job Hotlines, which include Delaware job listings. Prospective employees should contact the

employer directly. Delaware jobs are also listed on the New Jersey, Pennsylvania, and Maryland joblines.

DREXEL UNIVERSITY College of Information Studies Jobline: 215-895-1672. To list a position: write Sara McDonald, Placement Office Assistant, College of Information Studies, Drexel University, Philadelphia, PA 19104 or call 215-895-2478. Delaware, New Jersey, and Pennsylvania listings.

FLORIDA State Library Jobline: 904-488-5232. To list a position: write Florida Jobline, State Library of Florida, R.A. Gray Building, Tallahassee, FL 32301 or phone 904-487-2651. **FLORIDA LIBRARIES ONLY.**

ILLINOIS Library Jobline: 312-828-0930. To list a position: call 312-644-1896 or write Library Jobline of Illinois, c/o Illinois Library Association, 425 N. Michigan Ave., Suite 1304, Chicago, IL 60611. Listing fee: \$20 for 2 weeks. Cosponsored by Illinois Library Association and Ill. Chapter/SLA.

INSTITUTIONAL Library Mail Jobline (monthly). List of institutional library jobs throughout the U.S. and territories compiled by ALA/ASCLA/State Lib. Agency Section. For copies, send self-addressed, stamped envelopes. To order or to list a position, contact S. Carlson, R.I. Dept. of State Lib. Svcs., 95 Davis St., Providence, RI 02908 or call 401-277-2726. Listings appear for one month unless resubmitted.

IOWA Library Joblist (monthly): Carol Emerson, Editor, State Library of Iowa, Historical Building, Des Moines 50319. To list a position: 515-281-4350. **IOWA LIBRARIES ONLY.**

MARYLAND Lib. Assn. Jobline: 301-685-5760. To list a position: write MLA, 115 W. Franklin St., Baltimore, MD 21201 or phone 301-685-5760, Mondays and Wednesdays only, 10 am-3 pm.

MICHIGAN Library Association Job Hotline: 517-694-7440. To list a position: write MLA Job Hotline, 1000 Long Blvd., Suite #1, Lansing, MI 48911 or phone 517-694-6615. Listing fee: \$20 to nonmembers. **MICHIGAN LIBRARIES ONLY.**

MIDWEST Library Job Hotline: 317-926-8770. To list a position, contact one of the following assns.: Indiana Library Association, Minnesota Library Association, Ohio Library Association, or call SIALSA at 317-926-6561. Listing fee (prepaid): \$10/first week; \$5/week for each additional week. **MIDWEST LIBRARIES ONLY.**

MISSOURI Library Association Jobline: 314-442-6590. Updated every 2 weeks. To list a position: write MLA Jobline, Parkade Plaza, Suite 9, Columbia, MO 65201. Listing fee: \$10 nonmember libraries.

MOUNTAIN PLAINS Library Association Jobline: 605-677-5757. (Toll-free phone number available to MPLA members at no charge; \$20 to nonmembers. Call MPLA Jobline for details.) To list a position, write: Mountain Plains L.A., c/o I.D. Weeks Library, University of South Dakota, Vermillion, SD 57069. *Emphasis on Arizona, Colorado, Kansas, Montana, Nebraska, Nevada, North and South Dakota, Utah, and Wyoming.* Out-of-region positions listed for \$10/position.

NEBRASKA Job Hotline: 402-471-2045. To list a position: write Nebraska Library Commission, 1420 P St., Lincoln, NE 68508. **REGIONAL EMPHASIS.**

NEW ENGLAND Library Jobline: 617-738-3148. To list a position: write Dr. James M. Matarazzo, Assoc. Dean, GSLS, Attn.: New England Library Jobline, Simmons College, 300 The Fenway, Boston, MA 02115.

NEW JERSEY Library Assn.: 609-695-2121. To list a position, write: New Jersey Lib. Assn., POB 1534, Trenton 08607. Minimum salary \$18,500.

NEW YORK Library Association Jobline: 212-227-8483. To list a position, write: NYLA, 15 Park Row, Suite 434, New York, NY 10038.

NEW YORK CHAPTER, Special Libraries Association Hotline: 212-214-4226. To list a position, write: Heidi Buzzanga, Prudential Bache, 1 Seaport Plaza, 31st Floor, New York, NY 10292.

NORTH CAROLINA Jobline: 919-733-6410 or, via Western Union's EASYLINK, NCJOBS. To list a position, call: 919-733-2570. **NORTH CAROLINA LIBRARIES ONLY.**

OKLAHOMA Dept. of Libs. Jobline: 405-521-4202, 5 pm-8 am on weekends and holidays only. Updates on 1st and 15th of every month. To list a position, call: 405-521-2502.

OREGON Library/Media Jobline: 503-585-2232. To list a position: write Jobline, Oregon State Library, State Library Building, Salem, OR 97310 or phone 503-378-4243. **PACIFIC NORTHWEST LISTINGS ONLY.**

PACIFIC NORTHWEST Library Association (PNLA) Jobline: 206-543-2890. To list a position, write: PNLA Jobline, c/o Grad. Schl. of Lib. and Info. Science, FM-30, Univ. of Washington, Seattle, WA 98195. **PACIFIC NORTHWEST LISTINGS ONLY.**

PENNSYLVANIA Cooperative Job Hotline: 717-234-4646. To list a position (members and nonmembers): 717-233-3113.

PUBLIC Library Association Jobline: 312-664-5627. To list a position, obtain jobline form from: PLA Jobline, PLA/ALA, 50 E. Huron St., Chicago, IL 60611. Listing fee: \$30 PLA members; \$35 nonmembers.

RHODE ISLAND *RILA Bulletin* Jobline (monthly). For copies, send self-addressed, stamped envelopes. To order or to list a position, contact C. Schoonover, c/o Kingston Free Lib., 1329 Kingstown Rd., Kingston, RI 02881. **S.E. NEW ENGLAND LIBS. ONLY.**

RURAL LIBRARIES Jobline (monthly): Center for the Study of Rural Librarianship, Clarion University of Pa., Clarion, Pa. Send \$1 per copy. To order or to list a position, contact: Michael Jaugstetter, College of Library Science, Clarion University of Pa., Clarion, PA 16214 or phone 814-226-2383.

(S.C.) UNIVERSITY OF SOUTH CAROLINA College of Library and Information Science Jobline: 803-777-8443. To list a position, write: Admissions and Placement Coordinator, CLIS, University of South Carolina, Columbia, SC 29208.

SPECIAL LIBRARIES ASSOCIATION SpecialLine Employment Clearinghouse Job Hotline: 202-234-3632, 24 hrs., updated every second Friday. To list a position: write Ruth Rodriguez, Manager, Membership Records and Services, SLA, 1700 18th St. NW, Washington, DC 20009 or phone 202-234-4700.

TEXAS State Library Jobline: 512-463-5470. Listings can be heard continuously. Weekly updates. To list a position, write to Nita Haliburton, or call 512-463-5475, Monday-Friday, 8 am-5 pm. **TEXAS LISTINGS ONLY.**

VETERANS ADMINISTRATION Lib. Netwk.: 202-233-2820. 8 am-4 pm weekdays only. For printed job list: write Diane Wiesenthal, Lib. Div. (142D), VA Ctrl. Office, 810 Vermont Ave. NW, Washington, DC 20420; Attn.: Vacancy List. Most listings are for medical librarian positions. **ONLY FOR THOSE ELIGIBLE FOR INCLUSION ON U.S. REGISTER OF PROFESSIONAL LIBRARIANS.**

VIRGINIA Library Jobline: 703-370-7267. To list a position, write: Jobline, c/o Virginia Library Assn., 80 S. Early St., Alexandria, VA 22314. **STATE OF VIRGINIA LIBRARIES ONLY.**

WEST VIRGINIA library employment listings: call the Pennsylvania Coop. Job Hotline.

POSITIONS WANTED

ALA-MLS DECEMBER 1987 seeks children's librarian position in D.C./Virginia/Maryland area. Worked as a trainee in children's services for over a year. Relevant coursework. Please contact: Patricia Cohn, 2730 Wisconsin Ave. N.W., Apt. 57, Washington, DC 20007.

BIBLIOGRAPHIC CONTROL POSITION DESIRED. March 1988 ALA-MLS. Experience with AACR2, LCSH, LC, and DDC. Strong computer background includes OCLC, WLN, CD-ROM, online searching, and hard disk management. Bibliographic knowledge of French. Book trade experience. Please reply to: Douglas Frazier, 1020 N.E. 125th, #19, Seattle, WA 98125. Will relocate.

POSITIONS OPEN

ACADEMIC LIBRARY

Acquisitions librarian. Reports to the head of collection development. Manages activities for an orderly and efficient acquisition of monographs and serials. Develops departmental procedures and routines and prepares and updates procedures manuals. Assists in selecting vendors for firm orders and approval plans. Also responsible for the binding and mending process. Oversees and maintains the INNOVACQ hardware, software, and database. Monitors expenditures and prepares management reports. Supervises approximately 8 full-time employees. **QUALIFICATIONS required:** ALA-accredited MLS; excellent communication and bibliographic skills; and ability to supervise staff and manage projects. **Preferred:** Experience in or familiarity with library acquisition and binding processes. Salary: Minimum salary is \$19,000 for a 12-mo. appointment; appointment beyond the minimum will be dependent upon qualifications and experience. Fringe benefits include 20 working days' annual leave, tuition waiver, TIAA/CREF, and life and fully paid family health insurance. **Applications received by Feb. 15 will receive first consideration.** To apply, send letter of application, resume, names of at least 3 references, transcripts, and a brief statement on the role of the acquisitions librarian in an academic library to: Joyce Rumeny, Chair, Acquisitions Librarian Search Committee, **Raymond H. Fogler Library, University of Maine, Orono, ME 04469.** The University of Maine, a land-grant university and sea-grant college, is the largest campus in the University of Maine System with a student body of 11,000 and a faculty of over 650. The University of Maine is an affirmative-action, equal-opportunity employer.

Assistant head, circulation department. New position in the circulation department encompassing responsibilities in general circulation services, course reserves, interlibrary loans, accounts receivables, and other accountability operations in an environment depending heavily on existing and evolving automation (NOTIS, OCLC, IBM). Under the general direction of the circulation department head, manages and participates in the delivery of all circulation services. Supervises, trains, and assists in the evaluation of a staff of 5 paraprofessionals and 10-15 students. Maintains skills appropriate to manage all departmental activities and responsibilities, serving as backup as required. Some night and weekend schedules. May involve some responsibilities in reference and general library projects. **REQUIREMENTS:** ALA-accredited MLS. Commitment to library public services. Effective oral and written communication skills. **Preferred:** Knowledge of or evidence of strong interest in automated circulation systems or computer technology applicable to library operations. Supervisory experience desirable. Relevant coursework

may be substituted for experience. *Other qualifications:* Position requires a flexible and service-oriented individual with ability to work with detail, to plan/problem solve, and to work well with faculty, students, and public in a collegial environment. **BENEFITS & SALARY:** 12-mo., nontenure-earning faculty appointment. Opportunity for promotion to department head. Minimum negotiable salary of \$20,000 plus benefits package. **Application deadline March 7.** Position open; starting date negotiable. Send letter of application addressing qualifications, resume, and names, addresses, and telephone numbers of 3 professional references to: Ruth M. Jackson, Library Personnel Officer, **University of North Florida, POB 17605, Jacksonville, FL 32216; 904-646-2553.** The University of North Florida is an affirmative-action, equal-opportunity employer.

Assistant natural sciences librarian. The University of Washington Libraries seeks a service-oriented librarian, preferably with an earth sciences background, to fill a position in the Natural Sciences Library, with a collection of 200,000 volumes primarily in the biological and earth sciences. **RESPONSIBILITIES:** Under the direction of the head, Natural Sciences Library, provides reference service, including computer-based reference service; supervises, trains, and evaluates student helpers and manages the student budget; selects in the fields of geological sciences, geophysics, and atmospheric sciences, and maintains liaison with the academic departments relevant to those subject areas; coordinates the reference desk schedule and reference statistics. **QUALIFICATIONS:** Graduate degree from a program accredited by the ALA required; minimum of one yr.'s experience in science reference required; academic background in earth sciences and online searching experience preferred; supervisory experience desirable. **SALARY:** \$20,400 minimum. 24 days' vacation. TIAA/CREF retirement, premiums fully paid for medical, dental, and life insurance plans. No state or local income tax. Position available immediately. **Application deadline: 5 pm, Friday, March 11.** Send letter of application, resume, names of 3 references, and salary requirements to: Charles E. Chamberlin, Deputy Director of Libraries/Head, Personnel and Administrative Services, **University of Washington Libraries, FM-25, Seattle, WA 98195.** AA, EOE.

Assistant to director of libraries (search reopened). University of Arkansas/Fayetteville. Works with director and associate director in busy administrative office responsible for overseeing the activities of a library system with 1.2 million volumes and a staff of 105. A major responsibility will be to write or edit documents of all types, including reports and publications concerning the library and communications with other administrative offices, library staff, patrons, and friends. In addition, this individual will be expected to develop and refine procedures for business, personnel, and other administrative office functions. **REQUIREMENTS:** ALA-accredited MLS; experience related to writing and editing functions of position will receive greatest consideration. Rank and salary dependent upon qualifications and experience; \$18,500 minimum. 12-mo., tenure-track, TIAA/CREF, 22 days' annual leave, tuition and other benefits. The University of Arkansas/Fayetteville is a land-grant university and the major academic research institution in the state, offering a full range of undergraduate, graduate, and professional degrees. Situated in the Ozark Mountains, Fayetteville (population 40,000) offers cultural and recreational opportunities associated with natural beauty and a university community. To apply for this position, submit a letter of application, resume, and representative writing samples, along with the names, addresses, and telephone numbers of 3 references, to: John A. Harrison, Director of Libraries, **University of Arkansas, Fayetteville, AR 72701.** The University of Arkansas

is an equal-opportunity, affirmative-action employer; minority and female candidates are strongly encouraged to apply.

Associate dean for learning resources. McHenry County College, a comprehensive, public, 2-yr. institution located in northern Illinois, invites applications for a 12-mo. associate dean of instruction for learning resources position. Reporting to the dean of instruction, the associate dean is responsible for the management, operation, and continued development of the library, technical services, telecourse and teleconference programming, audiovisual services and production services. The successful candidate will provide leadership for the area and be responsible for budget development, personnel selection and performance, and planning and development of all aspects of learning resources. MLS + significant experience and/or coursework related to instructional technology required. Minimum of 3 yrs.' successful administrative experience required. Experience in community colleges and knowledge of learning resource computer applications desirable. Effective communication and interpersonal skills are a must. Salary dependent upon education and experience; range is from \$32,000 to \$40,000, complemented by an attractive fringe benefit program. Starting date: July 1. **Application deadline March 4.** Send letter of application, resume, and names, addresses, and phone numbers of 3 references to: Nancy Loomis, Personnel Director, **McHenry County College, Route 14 and Lucas Rd., Crystal Lake, IL 60012.**

Associate dean of library services. POSITION RESPONSIBILITIES: Manages and has responsibility for direct user contact services of the library, including the daily operations of its physical plant. Supervises library services provided through subject divisions (humanities, social science, science), access services (circulation, reserve, document delivery), and special collections/archives. Coordinates the activities of these areas with technical service units. Administers library automation and management information systems for the library. Consults with the associate dean of library technical services on automation and MIS activities appropriate to cataloging, acquisitions, and serials operations. With the associate dean of library technical services, participates in general library administration through planning, policy development, and resource allocation. Library faculty must meet the normal University of Idaho faculty requirements for promotion and tenure. Annual salary: \$42,000 at Associate Professor rank. Starting date: summer 1988. **MINIMUM QUALIFICATIONS:** Successful demonstrated ability to develop and implement user-responsive programs in one or more public service areas; successful experience in management with an increasing progress of responsibility; excellent interpersonal and communication skills; analytical/numerical skills, ability to apply new technology to meet library service goals; experience with a library automation system. MLS from an ALA-accredited library school. **DESIRABLE:** Additional advanced degree or equivalent training; science subject expertise, fundraising experience, excellent public relations skills. **APPLICATION: Search will be closed when a sufficient number of qualified applicants has been identified, but not earlier than March 31.** Please submit a letter of application, a resume, and the names of 4 references to: Monte L. Steiger, Associate Dean for Library Technical Services, Chair, Search Committee, **University of Idaho Library, Moscow, ID 83843.** The University of Idaho is an equal-opportunity, affirmative-action employer and educational institution.

Audiovisual services librarian. Chadron State College seeks MLS with teaching background to manage the delivery of AV hardware and software services at a small, state-supported institution tucked into the

rugged Pine Ridge of northwest Nebraska, 45 miles from the Black Hills. CSC enrolls 2,300 students and grants 5th- and 6th-year degrees. The library holds 165,000 volumes and is readying for automation. Salary \$18,883 minimum. **Send application by Feb. 29 to:** Library Search Committee, **Office of the Provost, Chadron State College, Chadron, NE 69337.**

Business reference librarian. Responsible for collection development, library instruction, computer-assisted research, and reference services in business; scheduled general reference. Faculty position in the department of library public services available July 1. Reports to reference services supervisor. ALA-accredited MLS required with 2 yrs.' academic library reference experience. 2nd subject master's degree desirable; MBA preferred. Minimum salary, \$19,000. **Send letter of application, resume, and names and telephone numbers of 3 references by March 1 to:** Library Search, **Office of Academic Affairs, Western Kentucky University, Bowling Green, KY 42101.** AA, EOE.

Catalog librarian (reopened). **DUTIES:** Primary cataloging and processing responsibility for all materials. Supervises, trains, and coordinates all cataloging operations and personnel. Assists with planning for computer-based technology. Assists with reference and bibliographic instruction, including rotating evening and weekend reference desk hours. Assists in collection development in assigned liaison areas. Participates in committee work. Reports to library director. **QUALIFICATIONS:** MLS from an ALA-accredited program. Knowledge of OCLC, or some other bibliographic utility, AACR2, and LCSH. Knowledge of automated systems in libraries. Good communication and interpersonal skills. Related experience, including supervisory experience, desirable. Commitment to working with students and faculty. Commitment to professional development. Salary and rank dependent on experience, but not less than \$18,500. Usual fringe benefits. Columbus College, a senior unit of the University System of Georgia, is a comprehensive urban institution located in Georgia's second-largest city, serving almost 4,000 students. The curricula range from certificate to cooperative doctoral degree offerings and from programs in the health and business professions to those in the fine arts. **Applications received by Feb. 15 will receive first consideration.** In order to receive full consideration, please submit letter of application, resume, and the names, addresses, and telephone numbers of 3 references to: Merrill S. Penson, Director, **Simon Schwob Memorial Library, Columbus College, Columbus, GA 31993-2399.** Columbus College is an affirmative-action, equal-education and opportunity institution.

Catalog librarian, Wabash College. Principal cataloger of monographs, musical scores, and AV formats using the OCLC system, AACR2, and Library of Congress classification. Cataloging assistance provided by clerks and students trained and supervised by the catalog librarian. Also responsible for catalog maintenance and directing retrospective conversion project (using OCLC microcon system) for installation of an electronic catalog in the 1990s. Assists in providing reference service. **QUALIFICATIONS:** Cataloging experience required; organizational skills; broad, informed intellectual interests evidenced by a record of strong preparation, at least at the undergraduate level, in a liberal arts discipline. MLS from ALA-accredited school. Position available July 1. Salary negotiable with minimum of \$20,000, initial 2-year appointment, 11-mo. work year, associated faculty rank with all faculty privileges except tenure and sabbatical leave, good fringe benefits. **Send letter of application, resume, and at least 3 letters of reference before April 1**

to: Larry Frye, Lilly Library, Wabash College, POB 352, Crawfordsville, IN 47933. The college is recognized nationally for its commitment to excellence in undergraduate education. Women and minorities encouraged to apply. EOE.

Coordinator, reader services, Clarke Historical Library. Responsible for collection development of both print and nonprint materials, and general reference duties in the Clarke Historical Library and the Lucile Clarke Memorial Children's Library including bibliographic lectures, exhibits, collection guides, reference correspondence, and general duties as a member of the staff of the Clarke Historical Library. Reports to the director, Clarke Historical Library. ALA-accredited MLS and bachelor's degree in history and 2 yrs.' special collections experience required. Master's degree in history with emphasis on Michigan or Great Lakes regional history preferred. Foreign-language skills, especially reading knowledge of French and Spanish, useful. This is a 12-mo., tenure-track faculty position. Beginning appointment may be either at the Instructor (\$22,000 minimum) or Assistant Professor (\$25,667 minimum) level; salary and rank set according to academic credentials. Research and publication expected for tenure and promotion. Excellent fringe benefits including health care and dental; life, travel, and disability insurance; tuition credit and family tuition credit plans; paid sick leave; paid holidays, retirement, and 20 paid vacation days per year. CMU is a state university with an enrollment of 17,000 students and over 650 full-time faculty. The collection of the Clarke Historical Library is focused on the history of Michigan and the other states of the Great Lakes region. It includes approximately 70,000 volumes as well as extensive manuscript and graphics collections. The Clarke has an active publications program, including books and the *Michigan Historical Review*, and a public service and outreach program that is statewide in scope. The Lucile Clarke Memorial Children's Library includes approximately 7,000 volumes and a small manuscript collection. The Clarke Library also includes the Wilbert Wright Collection of Africana and Afro-Americana which contains nearly 7,000 volumes and a small but significant collection of maps. **Applications received prior to March 31 will be given priority consideration.** Submit letter of application specifying position, a resume, and the names, addresses, and phone numbers of 3 references to: Chair, Selection Committee, 207 Park Library, Central Michigan University, Mt. Pleasant, MI 48859; 517-774-6419. CMU is an affirmative-action and equal-opportunity institution.

Current periodicals/microforms librarian, Florida Atlantic University. Rank of Assistant University Librarian. Reports to head, library support systems. Responsible for user services in the current periodicals and microforms areas of the main library, including collection development input, assisting patrons, supervising staff, overseeing equipment. **QUALIFICATIONS:** master's degree from ALA-accredited library school; 2 yrs.' responsible professional experience after master's degree (appropriate professional nonlibrary or responsible nonprofessional library experience may be considered for substitution). Must be willing to work flexible hours, which include evenings. Applicants with prior experience in current periodicals and hands-on microform equipment use will be given preference. Salary negotiable to \$19,570, depending on qualifications; 12-mo. contract, 40 hrs. per week; all Florida State University System fringe benefits, including optional retirement program. **Application deadline: March 4.** Mail letter of application with resume including phone number to: Chair, Search Committee, Library 242, POB 3092, Florida Atlantic University, Boca Raton, FL 33431-0992. AA, EO employer.

Associate Director for Information and Research Services DePaul University • Chicago, Ill.

Under the general direction of the director of libraries, the associate director for information and research services has major administrative and general supervisory responsibilities for the division which includes the departments of audiovisual services, instruction, reference, and special collections/university archives (17 FTE librarians and 15 FTE clerical staff). The associate director is responsible for overall personnel administration of divisional staff, including annual evaluation and salary recommendations; preparation of the annual budget for information and research services at the 4 library locations in Chicago and 2 suburbs. With the director and the associate director of systems and access services, the associate director participates in overall planning and policy determination and implementation for the libraries, including planning for a new library building and renovation of existing space. **QUALIFICATIONS:** ALA-accredited MLS required; additional subject master's preferred; minimum 5 yrs.' increasing responsibility in library positions with supervisory experience; demonstrated knowledge of academic or research library public services and familiarity with all aspects of academic library services; demonstrated knowledge and experience with library automation and online systems; excellent oral and written communication skills; evidence of continued professional growth. Excellent benefits which include: basic hospitalization, 2 pension programs, 4 weeks' vacation after one year, and more. Salary \$37,000 minimum. Send letter of application with resume and names of 3 references to: **Doris R. Brown, Director of Libraries, DePaul University Library, 2323 N. Seminary, Chicago, IL 60614.**

East Asian librarian, University of Minnesota Libraries/Twin Cities Humanities/Social Sciences Libraries Department. The Humanities/Social Sciences Libraries Department of the University of Minnesota/Twin Cities seeks qualified applicants for the position of East Asian librarian. The East Asian Library houses the university libraries' materials in the Chinese and Japanese languages. Its collections number 84,000 monographs and 375 periodicals/newspapers, and it supports teaching and research at all academic levels. The Department of East Asian Studies has 20 faculty and 120 FTE graduate and undergraduate students. Consideration is currently being given to a proposal to consolidate the East Asian Library with the 2 other area studies libraries—the Ames Library for South Asia, and the Middle East Library—so that service hours can be increased at the same time that the librarians' contact with their collections and clientele can be extended. **RESPONSIBILITIES:** 1) Develop and manage the university libraries' collections of East Asian materials, both the vernacular collections of the East Asian Library and those in English and other Western languages, in the general collections. Manage a materials budget, select materials, develop and maintain exchange agreements, evaluate collections. Consult with faculty and other selectors on collection development matters. 2) Consult with faculty in the Department of East Asian studies and related areas in determining collection and service priorities, providing reference and research assistance, and communicating information about activities in the university libraries. 3) Provide reference, research assistance, and bibliographic instruction in East Asian studies, to facilitate use of vernacular and Western-language East Asian material, either formally (in classes or by appointment) or informally. Prepare guides, bibliographies, or other materials as needed, to further these activities. 4) Direct the activities of the East Asian Library. Supervise one FTE civil service staff and one FTE student assistant in the processing, use, and circulation of materials in the East Asian Library. 5) Participate in the planning and decision making for the proposed consolidation of the 3 area studies libraries, their collections, staffs, and activities. Oversee the physical reorganization of East Asian Library materials in the new environment. Continue responsibility for staff training in the handling of and access to East Asian materials, and participate in the management of operations of the consolidated unit. 6) Consult with central technical services staff in the acquisitions and cataloging processes. Represent the University of Minnesota on the East Asian Program Committee of the Research Libraries Group. Consult with appropriate staff in other

divisions in developing and maintaining consistent policies and procedures within the H/SS Libraries. 7) Represent the libraries to academic departments, to individuals and groups in the academic community outside the university, and to the profession. Participate in the profession through relevant research, publication, and/or professional association activity. **REQUIREMENTS:** Applicants must have an ALA-accredited MLS, or its foreign equivalent; at least a master's degree in some aspect of East Asian studies; reading proficiency in Chinese and Japanese; and at least 2 yrs.' experience in East Asian librarianship. Evidence of participation in the East Asian scholarly community at the national level (e.g., in the Association for Asian Studies) is desirable. A doctorate related to East Asia and supervisory experience are also desirable. This is a 12-mo., academic/professional position, with probationary appointment at the Assistant Librarian rank, and a minimum salary of \$25,000. **Applications must be postmarked by March 30.** Applicants should send a letter of application discussing background and experience relating to the above description; a current resume; and names, addresses, and telephone numbers of at least 3 references to: Barbara Doyle, Personnel Officer, University Libraries, 499 Wilson Library, 309 19th Ave. S., Minneapolis, MN 55455. Please identify letter of application with #UL 163. The University of Minnesota is an equal-opportunity educator and employer, and specifically invites and encourages applications from women and minorities.

Government publications department head. RESPONSIBILITIES INCLUDE: Leadership and planning for effective daily operations, coordination of programs for reference services, collection development and maintenance, and technical processing for the government publications department of a large San Francisco Bay-area university library. San Jose State University is a major multipurpose university and a center for higher education in urbanized, high-technology Silicon Valley. San Jose State has more than 25,000 full- and part-time students enrolled in 77 bachelor's and 59 master's programs. The department houses a collection of 300,000 items and has a staff of one librarian in addition to department head, 2 support staff, and 4 student assistants. Requires an MLS from an ALA-accredited program and excellent communication skills. Appropriate experience in an academic government publications department or an academic library including familiarity with government publications is required. Library supervisory experience and public service experience are highly desirable. Experience with computer search.



Head, Department of Special Collections Position #111

The University of Southern California is seeking a librarian as head, department of special collections. Reports to AUL for collections development and special programs. **RESPONSIBLE FOR** administration and management of special collections. Serves as curator of rare books. Activities include collection development, bibliographic instruction, preservation decision making, and preparation of exhibits. Supervises 2 librarians, one library assistant, and several students. Special collections contain over 90,000 volumes. Master's degree from ALA-accredited program required, advanced degree in humanities strongly preferred. Reading knowledge of Latin and German required; French desirable. Minimum 5 yrs.' experience working with rare books and special collections materials. Proven supervisory ability. Working knowledge of analytical and descriptive bibliography required.

RANK AND SALARY: minimum for Librarian II, \$28,500; for Librarian III, \$33,800, plus benefits. Position available July 1. **Closing date for applications April 1.** Applicants should submit a letter of application, a resume, and the names and telephone numbers of 3 references. Refer to Position #111AL on correspondence. Contact: **Carolyn J. Henderson, Director of Personnel and Organizational Development, Doheny Memorial Library, University of Southern California, University Park, Los Angeles, CA 90089-0182.**

AA, EOE

ing, library automation, or microcomputers is desirable. 12-mo. appointment plus fringe benefits at the Senior Assistant or Associate Librarian rank depending upon individual qualifications (\$31,680-\$48,204). Full job description available on request. **Apply by March 1**, with a letter of application, including a complete resume and names of 5 references, to: Patricia Mason, **San Jose State University, San Jose, CA 95192-0028.** An equal-opportunity, affirmative-action, Title IX employer.

Government publications librarian. Assistant/Associate; salary range: \$25,380-\$44,676, appointment not to exceed \$32,472. Serves as U.S. documents librarian (selection, processing, reference service) in a department of 10 librarians and staff. Requires MLS, commitment to public service function of academic research library, 2 yrs.' professional experience with documents. **Apply by Feb. 22** to: M. Deacon, AUL-Personnel, **University of California, Santa Barbara, CA 93106.** UCSB is an AA, EOE. Proof of U.S. citizenship or eligibility for U.S. employment required prior to employment (IRCA 1986).

Head, catalog department, University of Cincinnati Libraries. Responsible for the management of the centralized cataloging services and for the management of the bibliographic database for the university libraries. Receives general direction from the associate university librarian for access services. Supervises a staff of 7 librarians and 15 support staff. University libraries consists of a central library and 11 college and departmental libraries. The collection includes 1.25 million volumes, 14,000 periodical subscriptions, and 1.625 million microforms. This position offers an opportunity to play a pivotal role in the planning and implementation of a new workflow in technical processing so as to utilize fully the capabilities of the WLN-based online public access catalog. **REQUIRED QUALIFICATIONS:** ALA-accredited MLS degree. Demonstrated leadership, management, and human relations skills. 3-5 yrs.' progressively responsible experience, including successful supervisory experience in a large library. Demonstrated understanding of contemporary cataloging rules and procedures; experience in original cataloging. Experience with OCLC or other bibliographic utility. Reading knowledge of at least one foreign language. Ability to communicate clearly, both orally and in writing. **PREFERRED:** Public service experience. Experience with an online public access catalog. **SALARY:** Salary and rank commensurate with qualifications and experience. Minimum salary \$30,000. **Send resume with cover letter and names of 3 references no later than Feb. 29** to: Judy Wernicke, Personnel Assistant, **University of Cincinnati Libraries, Cincinnati, OH 45221-0033.** University of Cincinnati is an affirmative-action, equal-opportunity employer.

Head of cataloging department, University of Arkansas/Fayetteville. Responsible for the management of all cataloging activities for the university libraries. Cataloging is done via OCLC to conform with national standards including AACR2, LC classification, and LCSH. **DUTIES INCLUDE:** Setting cataloging policy, maintaining quality control, solving complex cataloging problems, and coordinating activities with heads of other departments. Must be capable of assuming a leadership role in planning for an integrated library automation system. **ADDITIONAL RESPONSIBILITIES INCLUDE:** Involvement with the Arkansas Newspaper Project and service on library committees. Supervise 4 professional catalogers and 13 FTE support staff. **QUALIFICATIONS:** ALA-accredited MLS; extensive knowledge of AACR2, OCLC, MARC formats, LC classification, and LCSH; supervisory experience; a minimum of 4 yrs.' cataloging experience in an academic or research library required. Familiarity with automated library systems preferred. Rank and salary dependent upon qualifications and experience, \$28,500 minimum. 12-mo., tenure-track, TIAA/CREF, 22 days' annual leave, tuition and other benefits. The University of Arkansas/Fayetteville is a land-grant university and the major academic research institution in the state, offering a full range of undergraduate, graduate, and professional degrees. Situated in the Ozarks, Fayetteville (population 40,000) offers cultural and recreational opportunities associated with natural beauty and a university community. Applications accepted until position is filled. Send letter of application, resume, and names, addresses, and telephone numbers of 3 current references to: John A. Harrison, Director of Libraries, **University of Arkansas, Fayetteville, AR 72701.** The University of Arkansas is an equal-opportunity, affirmative-action employer; minority and female candidates are strongly encouraged to apply.

Head, learning resources center, Newark campus. Develops, implements, and administers library and learning resources programs and services which serve students and faculty of Ohio State University at Newark and Central Ohio Technical College. Manages technical and public services, provides some reference service, and is responsible for further development of the library instruction program. Recommends and develops new programs and services. Staff comprised of one user education librarian, one support staff member, and student assistants. Reports administratively to the dean and director of Ohio State at Newark/president of COTC and, for coordination purposes, to an assistant director of libraries in Columbus. **REQUIRED:** MLS from ALA-accredited program; substantial post-MLS professional experience, preferably in public services; user education or teaching experience; supervisory experience; ability to communicate effectively, orally and

in writing, and to interpret and promote the learning resources center to the campus community. Administrative and technical services experience highly desirable, as well as familiarity with the needs of students in a technical program. Librarians have faculty rank and are expected to meet university requirements for promotion and tenure, including research, publication, and service. Salary: \$27,000-\$31,080. **Apply by Feb. 29** to Sharon A. Sullivan, Personnel Librarian, **Ohio State University Libraries, 1858 Neil Ave. Mall, Columbus, OH 43210.** Include names, addresses, and telephone numbers of 3 references. An AA, EEO employer. Qualified women, minority, and handicapped persons, as well as others, are encouraged to apply.

Head of bibliographic services (search extended). An exciting opportunity to join a newly formed top library management team in a stimulating, creative environment. Manages and provides leadership for bibliographic services comprising the cataloging and organization of materials in all formats; physical processing, binding, and preservation of library materials; creation and maintenance of bibliographic databases. Staff includes 3 catalog librarians, 13 support staff and approximately 4 FTE student assistants. Works with other members of the management team to develop, implement, and maintain library programs. **QUALIFICATIONS REQUIRED:** ALA-accredited MLS; professional experience with AACR2 and an online bibliographic utility, such as OCLC; at least 3 yrs.' management experience in technical services in an academic or research library; demonstrated potential for leadership including good interpersonal, communication, and supervisory skills; knowledge of library automation and understanding of the scholarly use of bibliographic information; potential for professional contribution and growth; knowledge of one or more foreign languages. **PREFERRED:** Additional graduate degree; experience with an internal automated library system. Minimum salary \$30,000+. Applications will be accepted until the position is filled. Send letter of application, resume, and names of 3 references to: Brian Ruddick, Assistant to the Director, **Cleveland State University Libraries, E. 24th & Euclid Ave., Cleveland, OH 44115.** Equal-opportunity employer, minority/female/handicapped.

Head of cataloging. State University of New York, College at Fredonia, seeks an energetic, people-oriented librarian to serve as head of cataloging/end processing unit. Supervises one librarian, 2 support staff. Full-time, tenure-track, calendar-year obligation. Responsible for complex and original cataloging, quality control, liaison with local system developments, and catalog maintenance. Required: ALA-accredited MLS, 3 yrs.' cataloging experience, solid experience with AACR2, OCLC, LCSH, LC classification, and a minimum of 3 yrs.' management experience supervising librarians and paraprofessionals. Prefer experience with media, music, and serials; local systems; and some foreign language capability. Salary range at the rank of Associate Librarian begins at \$26,568. Salary commensurate with experience. **Final date for receipt of applications is Feb. 25.** Applicants' curriculum vitae and names of 3 references should be addressed to: Vincent P. Courtney, Chair, Personnel Committee, **Reed Library, State University of New York, College at Fredonia, Fredonia, NY 14063.** SUNY College at Fredonia is an equal-opportunity, affirmative-action employer. Women and minorities are encouraged to apply.

Head of reference services department. Leads reference department in identifying informational, research, and instructional needs of this university in social sciences, business, and humanities and in developing services and resources to meet these needs. Administers reference services including government documents, interlibrary loan,

bibliographic instruction, and database services; promotes professional development; provides direct reference services. **QUALIFICATIONS:** Master's of library science from an American Library Association-accredited program; 6 yrs.' professional reference experience in a research library; successful supervisory experience; understanding of process and demands of academic research, and ability to create programs to assist this process; knowledge of new technologies and their application in libraries; strong interpersonal communication skills. 2nd graduate degree desirable. Salary: minimum \$28,000. Starting date, July 1. **Send resume by March 15 to:** Peggy Weissert, Library Personnel Officer, **Theodore M. Hesburgh Library, University of Notre Dame, Notre Dame, IN 46556.**

Head of technical and automated services. Gustavus Adolphus College seeks an experienced librarian to manage the cataloging, acquisitions, serials, and processing operations of the library. In addition, the person will work closely with other colleagues to provide reference and collection development services. He/she participates in the development of the total library program, supervises some 7 paraprofessionals, and reports to the head librarian. Gustavus is part of the PALS online catalog system and will soon have microcomputer-based acquisitions and serials operations. **REQUIRED:** ALA-accredited MLS; comprehensive knowledge of technical services operation (especially cataloging); 3 or more yrs.' professional experience in technical services/cataloging using OCLC procedures, MARC formats, AACR2, LC classification and subject headings; knowledge of automated systems; excellent interpersonal skills; supervisory experience; and a strong commitment to staff development. Tenure-track, full-time (9-mo.) appointment beginning Sept. 1. Salary and rank commensurate with qualifications and experience. A master's degree in another subject area is required for rank of Assistant or Associate Professor and the tenure decision. Minimum \$23,000. **Deadline for applications is Feb. 29.** Send application, resume, transcripts, and 3-5 recent letters of recommendation to: Michael Haeuser, Head Librarian, **Gustavus Adolphus College, Folke Bernadotte Memorial Library, St. Peter, MN 56082.**

Head, online cataloging section. The online cataloging section head supervises personnel involved with the plans for bibliographic record searching, online cataloging of MARC monographs, and the creation of machine-readable bibliographic records for retrospective conversion. The section head supervises 6 library assistants and 3 part-time student assistants. Due to NOTIS implementation, specific duties may change within the next 2 yrs. **REQUIRED:** MLS from an ALA-accredited library school; experience with MARC formats and online cataloging. **PREFERRED:** Experience with integrated online systems; supervisory experience. Salary: \$18,000+, commensurate with experience. **Send letter of application, resume, and names of 3 references and/or placement bureau address by March 1 to:** Dennis R. Defa, **328 Marriott Library, University of Utah, Salt Lake City, UT 84112.** The University of Utah is an equal-opportunity, affirmative-action employer. Women and minorities are encouraged to apply.

Head, serials department, University of Oklahoma. **DUTIES:** Under the general direction of the director, library technical services, this position is responsible for the management of the serials department with approximately 16,000 serial subscriptions; includes supervision and coordination of serials cataloging, periodicals check-in, added volumes/added copies, serials acquisitions, binding, and the current periodicals/microforms area. Supervises one full-time serials cataloger, 8 classified staff, and student assistants; responsible for planning, review, and implementation of services, procedures, and programs for both the processing and

Head of Cataloging University of Wisconsin/River Falls

The Chalmer Davee Library, University of Wisconsin/River Falls, a university of 5,400 undergraduate and graduate students and 400 faculty members, seeks a qualified person to head the cataloging department. The position opens June 1. **LOCATION:** 30 miles east of Minneapolis-St. Paul in a small, friendly community of 11,000. **SALARY:** \$25,000-\$33,000 with liberal benefits. **RESPONSIBILITIES:** Sets priorities and supervises and participates in all phases of cataloging (and technical services) operation. Responsible for maintaining cataloging standards in all formats in accordance with standards established by AACR2, LC, and OCLC. 12-mo. academic staff position, supervising professional and classified staff. **MINIMUM REQUIREMENTS:** ALA-accredited MLS, 2nd master's degree preferred, with at least 3 yrs.' experience in a cataloging department. Must be proficient in original and copy cataloging in all MARC formats. Experience with automated/online bibliographic systems, OCLC preferred. Working bibliographic knowledge of languages. **Other qualifications:** Strong written and verbal communication skills. High productivity standards and consistency of work; enthusiasm; sense of humor. Ability to work smoothly with all units in the library.

Deadline for applications: March 30. Send letter of introduction, resume, and at least 3 letters of reference (including addresses and telephone numbers) to: **Virgil Monroe, Library Search & Screen Committee, UW/River Falls, River Falls, WI 54022; 715-425-3106.**

The University of Wisconsin/River Falls is an equal-opportunity, affirmative-action employer.

public service areas; coordinates all personnel activities including interviewing, hiring, training, evaluating, and staff development; responsible for production of a computer-produced serials holdings list; provides reference service in the current periodicals/microforms area on a regular basis. **QUALIFICATIONS required:** MLS from ALA-accredited library school; 4 yrs.' technical services experience in a library with at least 2 yrs.' professional serials experience, including cataloging; 2 or more yrs.' supervisory responsibility; significant knowledge and experience with an automated system (RLIN, OCLC, or the equivalent), AACR2, and LC classification and subject headings; knowledge of at least one European language. Established research and publication record. **Desirable:** Experience in an academic library; demonstrated leadership abilities and supervisory skills; public service experience; strong interpersonal and communication skills; reading knowledge of additional foreign languages; 2nd master's degree and/or additional postgraduate work. **DEADLINE FOR APPLICATIONS: March 15.** **AVAILABLE:** July 1. **SALARY:** \$28,111. **BENEFITS:** TIAA/CREF; State Retirement System; comprehensive medical protection; 21 days' vacation; university holidays; generous sick leave. **EMPLOYMENT:** Librarians have faculty status, rank of Assistant Professor or above, privileges, responsibilities, and are eligible for tenure. **APPLICATION:** Send letter of application with resume and the names of 3 references including current supervisor to: Donald C. Hudson, Manager, Admin. Services, **University Libs., Univ. of Oklahoma, Norman, OK 73019.** The University of Oklahoma is an equal-opportunity, affirmative-action employer.

Humanities reference librarian. Responsible for collection development, library instruction, computer-assisted research, and reference services in the humanities; scheduled general reference. Faculty position in the department of library public services, available July 1. Reports to reference services supervisor. Requirements include ALA-accredited MLS, 2 yrs.' academic library reference experience; 2nd subject master's degree in the humanities, preferably in English or the fine arts. PhD in English desirable. Minimum salary \$19,000. **Send letter of application, resume, and names and telephone numbers of 3 references by March 1 to:** Library Search, Office of Academic Affairs, **Western Kentucky University, Bowling Green, KY 42101.** An affirmative-action, equal-opportunity employer.

Interested in a temporary trade of jobs/housing with a colleague? Expand your professional horizons with an ad in AL's Professional Exchange.

Librarian, acquisitions-social sciences.

The University of Arizona is seeking a librarian to serve as bibliographer in the areas of social and behavioral sciences; e.g., anthropology, business, economics, education, geography, psychology, physical education/sports, sociology, statistical sources, and women's studies with responsibility for overall collection development in these areas. The social sciences acquisitions librarian reports to the head of acquisitions; works closely with 4 other acquisitions librarians, acquisitions staff, and faculty on development of the library's social and behavioral sciences collections; monitors approval programs for the areas listed above; and is expected to coordinate and lead a cluster of reference librarians involved in collection development. The University of Arizona, with an enrollment of 32,000, is recognized nationally for its academic programs and scientific research. The university library holds over 3 million volumes and consists of a main library and 7 branches. The acquisitions budget is over \$3.8 million. At present, the library is installing an experimental online catalog and conducts all acquisitions using an online system. **REQUIREMENTS INCLUDE** an ALA-accredited degree, excellent bibliographic skills, a knowledge of the book trade, acquisitions or collection development background, knowledge of any Western European language, and demonstrated written and oral communication skills. Preference will be given to candidates with: a familiarity with MARC records and online searching, a social or behavioral sciences background, supervisory experience, and a familiarity with automated acquisitions systems and microcomputers. Minimum salary is \$20,000; higher salary is negotiable depending on qualifications. Librarians at the University of Arizona have academic professional status, are eligible for continuing status, are voting members of the faculty, and may take up to 24 days' professional leave per year. They have 22 days' paid vacation, 12 days' sick leave, and 10 holidays. A standard package of fringe benefits is available. **Applications must be received by March 11.** Send letter of application, resume, and the names of 3 references to: Shelley Phipps, Acting University Librarian, **University of Arizona Library, Tucson, AZ 85721.** The University of Arizona is an equal-employment-opportunity, affirmative-action employer.

Librarian, library instruction. The University of Arizona is seeking a librarian to work under the direction of the head library instruction librarian coordinating ongoing programs. Primary responsibility for administering the library skills program, a course-related workbook program which teaches library research skills to approximately 4,000 students enrolled in freshman composition classes. **RESPONSIBILITIES INCLUDE** training and supervision



Head, Architecture and Fine Arts Library Position Reopened

The University of Southern California is seeking a librarian as head, Architecture and Fine Arts Library. Reports to the AUL for public services. Responsible for the overall management of the Architecture and Fine Arts Library, including collection development, reference, & circulation services. Coordinate database searching activities; supervise and participate in bibliographic instruction; supervise librarian, 6 FTE staff, and student assistants. MLS from an ALA-accredited library school. A 2nd MA in architecture and/or fine arts is desirable. Minimum of 5 yrs.' professional experience in an academic library and proven managerial ability is required. Must have knowledge of bibliographic control and information services in architecture and/or fine arts. Experience in online database searching in related field.

Benefits include TIAA retirement plan, 22 days' paid vacation, medical & dental plan, and tuition remission. Rank & salary: negotiable. Minimum starting salary \$30,000. Position available immediately and will remain open until filled. **Applications received prior to March 1 will be given first consideration.** Send letter of application & resume including 3 names of references to: **Carolyn J. Henderson, Doheny Memorial Library, University of Southern California, University Park, Los Angeles, CA 90089-0182.** Refer to position #106-AL.

AA, EOE

of student assistants, liaison work with the English Department, and revision of the library skills program workbook. Other orientation/instruction projects may be assigned. Opportunities will be provided for reference desk work and training in online database searching. Applicants for this position must be graduates of an ALA-accredited library school. In addition, they must have a strong interest in library instruction, a broad knowledge of academic library reference sources, and the ability to communicate effectively with individuals and groups, both orally and in writing. Excellent organizational skills are essential as well as a strong interest in working with freshman students. Minimum salary \$20,750; higher salary negotiable depending on qualifications and experience. Librarians at the University of Arizona have academic professional status, are voting members of the faculty, and may take up to 24 days' professional leave per year. They have 22 days' paid vacation, 12 days' sick leave, and 10 holidays. A standard package of fringe benefits is available. **Apply by March 15.** Position available July 1. Send letter of application, resume, and names of 3 references to: **Shelley Phipps, Acting University Librarian, University of Arizona Library, Tucson, AZ 85721.** The University of Arizona is an equal-employment-opportunity, affirmative-action employer.

Librarian I, assistant head of catalog management. The University of Maryland/College Park Libraries invites nominations and applications for a Librarian I, assistant head of catalog management. **RESPONSIBILITIES:** Provides management support to the department head in order to maintain the integrity and accuracy of bibliographic and holdings information in the automated and manual databases. Contributes to the planning, developing, coordinating, and implementing of all activities necessary to catalog management. **QUALIFICATIONS required:** MLS from an ALA-accredited program. Working knowledge of at least one European language preferred. 3 yrs.' progressively responsible professional library experience, one of which must have been in original cataloging or catalog management at an academic library. One yr.'s supervisory experience; thorough knowledge of AACR2, LC classification, the MARC format for bibliographic and authorities information; and structure and management of online catalogs. *Preferred:* Familiarity with OCLC, union catalogs, earlier cataloging codes, holdings, and serials. Salary: \$25,419 minimum. Salary commensurate with experience. Excellent fringe benefits. **For full consideration, submit resume and names/addresses of 3 references by Feb. 29 to:**

Virginia Sojdehei, Personnel Librarian, **McKeldin Library, University of Maryland, College Park, MD 20742.** The University of Maryland is an affirmative-action, equal-opportunity employer.

Library systems manager. Coordinates and oversees the planning, development, implementation, and management of the library online integrated systems including both NOTIS™ and XENIX™ operations. Develops related systems, budgets, and scheduling. Works with all library units, including instructional materials center and Clarke Historical Library, university computer services, other parts of the university, and vendors to establish system requirements. Reports to associate director of libraries. ALA-accredited MLS degree, 5 yrs.' relevant experience with emphasis on automation, online integrated library systems, MARC formats, and bibliographic control required. Ability to maintain positive interpersonal relations and communicate effectively. Publication and additional graduate study preferred. \$28,000 minimum, commensurate with qualifications. This is a regular, 12-mo. administrative position. Excellent benefits including health, life, travel, and disability insurance; tuition credit and family tuition credit programs; paid sick leave; paid holidays; retirement; and 20 vacation days per year. CMU is a state university with an enrollment of 16,000 students and an off-campus constituency of about 10,000 individuals. Central is located in Mount Pleasant, a city of 24,000 in lower Michigan. Submit letter of application specifying position, a resume, and the names of 3 references. **Applications received prior to March 18 will be given priority consideration.** Send to: Chair, Selection Committee, **207 Park Library, Central Michigan University, Mt. Pleasant, MI 48859; 517-774-6419.** CMU is an affirmative-action and equal-opportunity institution.

Library user education program head. Search reopened. Under the direction of the director of libraries and in consultation with the Committee on Library User Education, plans, designs, and implements the WSU Libraries' user education program. Evaluates program and personnel engaged in user education activities. Conducts needs assessment studies on periodic basis. Provides narrative and statistical reports on user education activities. Prepares and manages program budget. Works closely with systems librarian on library automation instruction. Investigates supplementary funding sources for library user education. Chairs Committee on Library User Education. Serves as resource person for development of library assignments. Assists with reference desk

duties up to 8 hours per week. A progressive record of professional scholarly achievement is expected of all librarians. **REQUIRED:** ALA-accredited MLS or its equivalent; effective reference and teaching experience in a variety of subject areas; effective interpersonal relations and communications skills; previous experience in computer applications in public service (public access catalogs, microcomputers, etc.); must have a progressive record of professional/scholarly achievement. *Preferred:* Academic library experience; online search services experience. **RANK:** Librarian II or above, dependent on previous relevant experience, faculty status. **SALARY:** \$20,000–\$30,000, commensurate with qualifications and experience. TIAA/CREF, broad insurance program, 22 days' vacation, 12 days/year sick leave. **Application deadline is March 15.** Send letter of application, resume, and names of 3 references to: **Donna L. McCool, Assistant Director for Administrative Services, Washington State University Libraries, Pullman, WA 99164-5610.** WSU is an EO, AA educator and employer. Protected group members are encouraged to apply and to identify their status.

Map catalog librarian. Responsible for a full range of cataloging functions, including classification, descriptive cataloging, and subject cataloging of maps and cartographic materials. Revises the work of paraprofessional working with contributed copy in the same subject area. **REQUIRED:** MLS from an ALA-accredited library school. **PREFERRED:** Subject master's in geography or geological sciences; knowledge of one or more European languages; familiarity with AACR2, LC classification, and MARC formats; experience with OCLC or other online databases. Salary: minimum \$18,000. **Send letter of application, resume, and names of 3 references and/or placement bureau address by March 1 to:** Dennis R. Defa, **328 Marriott Library, University of Utah, Salt Lake City, UT 84112.** The University of Utah is an equal-opportunity, affirmative-action employer. Women and minorities are encouraged to apply.

Mathematics librarian, University of Minnesota Libraries/Twin Cities. The University of Minnesota Institute of Technology Libraries seeks qualified candidates to develop and manage research collections in mathematics and statistics, and to serve as liaison to users with information needs in these subjects. The mathematics librarian will manage and operate the Mathematics Library, one of the nation's outstanding facilities in the subject. The Mathematics Library is a branch operation consisting of approximately 30,000 volumes, 358 serial subscriptions, with an acquisitions budget of over \$100,000. Staff includes one professional, one library assistant, plus student support. The Mathematics Library serves primarily faculty and students of the School of Mathematics, the School of Statistics, and the Institute of Mathematics and Its Applications, all located in the same building as the library. **SPECIFIC RESPONSIBILITIES INCLUDE:** planning and implementing services and operations for the Mathematics Library; supervision of support staff; selection of material in relevant subject areas; review of existing collections; identification of collection needs; provision of traditional and online reference services; instruction in use of information resources; participation in the implementation of the LUMINA multilibrary automated system and other computer-based operations. **QUALIFICATIONS required:** Master's of library science or equivalent; experience in an academic mathematics or other science library; collection development experience in mathematics, science, or engineering; familiarity with current trends in information services and automated systems; experience with online searching (BRS or DIALOG or SDC). *Desirable:* Academic background in mathematics or other science; relevant experience in a mathematics library; familiarity with

the use of microcomputers in library applications. This is a 12-mo. academic/professional position with probationary appointment at Assistant Librarian rank with a minimum salary of \$22,000. **Application deadline March 15** with anticipated fall 1988 starting date. Send letter of application, resume, and names and addresses of 3 references to: Barbara Doyle, Personnel Officer, **University of Minnesota Libraries/Twin Cities Campus, 453 Wilson Library, Minneapolis, MN 55455**. Please identify application with #UL 162. The University of Minnesota is an equal-opportunity educator and employer, and specifically invites and encourages applications from women and minorities.

Public services/AV librarian. RESPONSIBILITIES INCLUDE management of media services, management of public services desk and all related functions, stack maintenance, and oversight of photocopy services. Some evening and weekend work required. **QUALIFICATIONS:** ALA-accredited MLS, strong liberal arts background, relevant academic library experience, proficiency in the use of AV materials and equipment. Strong supervisory skills and the ability to communicate and work effectively with undergraduate students and faculty essential. Salary range (12 mos.): \$16,000–\$18,000. Position available June 1. **Send resume and supporting documents by March 15** to: Helen E. Gilbert, Librarian, **McKendree College, Lebanon, IL 62254**.

Reference/information services librarian. Provides reference assistance to faculty, and graduate and undergraduate students at central reference desk in main library. Emphasis is on humanities and social sciences, and department includes U.S. and Ohio documents depositories, and the libraries' principal microforms collection. **RESPONSIBILITIES INCLUDE:** Participation in an active user education program; using Dialog, BRS, and OCLC for ready reference and for extended searches; and reference collection development assignments. **REQUIRED:** Master's degree from ALA-accredited program; ability to communicate effectively orally and in writing, and to work productively with diverse groups in an academic setting. **DESIRABLE:** Experience in reference desk duty, online searching, or bibliographic instruction; reading knowledge of other languages; advanced degree in humanities or social science. Librarians have full faculty status and responsibilities including research, publication, and service. Salary: \$20,760–\$22,080. **Apply by Feb. 29** to: Sharon A. Sullivan, Personnel Librarian, **Ohio State University Libraries, 1858 Neil Ave., Columbus, OH 43210**. Include names, addresses, and telephone numbers of 3 references. An AA, EEO employer. Qualified women, minority, and handicapped persons are encouraged to apply.

Reference/instruction librarian (reopened). The University of Nevada/Las Vegas seeks innovative, service-oriented librarian to fill new entry-level position. Duties include reference assistance, online searching, assisting orientation/instruction librarian with orientation tours and classroom instruction, and helping implement Carlyle OPAC in an instructional and public service context. Schedule includes evenings and weekends. **REQUIRED:** ALA-accredited MLS; interpersonal and communication skills; analytical ability; flexibility; ability to work cooperatively in demanding and changing environment; demonstrated interest or experience in library instruction; knowledge of basic reference sources. Salary: Beginning professional salary is \$19,878. 12-mo., tenure-track appointment with excellent benefits, including TIAA/CREF, no state income tax. **Send application letter, resume, and names, addresses, and phone numbers of 3 references by March 7** to: Mary Dale Deacon, Director of Libraries, **University of Nevada/Las Vegas, Las Vegas, NV 89154**. UNLV is an AA, EEO institution.

Slavic and East European studies librarian. In consultation with program faculty, responsible for collection development to support teaching and research in East European and Slavic studies in both vernacular and Western languages; monitors materials received on approval; manages funds; responsible for operation of reading room; supervises maintenance and preservation of reading room and circulating collections; serves as a resource person for gift and exchange programs. Other duties include: scheduled reference service; research consultation during office hours; bibliographic instruction. Supervises and evaluates 1.65 FTE support staff and student assistants. Reports to the head, department of language and area studies. **REQUIRED:** MLS from ALA-accredited program; fluent knowledge of one or more East European languages, preferably Russian; relevant experience in an academic or research library; knowledge of bibliographic and research methodologies in East European and Slavic studies; demonstrated ability to communicate effectively, orally and in writing, in English. Highly desirable: knowledge of other East European or Slavic languages and other Western European languages (e.g., French and German); advanced degree in East European or Slavic studies; familiarity with East European and Slavic book trade; experience with online systems and/or bibliographic utilities such as OCLC, RLIN, BRS, and Dialog. Librarians have full faculty status and responsibilities, including research, publication, and service. Salary: \$23,040–\$28,080. **Apply by Feb. 29** to: Sharon A. Sullivan, Personnel Librarian, **Ohio State University Libraries, 1858 Neil Ave., Columbus, OH 43210**. Include names, addresses, and telephone numbers of 3 references. An AA, EEO employer. Qualified women, minority, and handicapped persons are encouraged to apply.

Systems librarian. The Henry Madden Library of California State University/Fresno seeks a librarian to assume key responsibilities for planning, procuring, and implementing an integrated online public access catalog and circulation system. **REQUIRED QUALIFICATIONS:** A master's degree from an ALA-accredited institution; substantial experience as a professional librarian, preferably in an academic library, including experience with computer-based systems. **Preferred qualifications:** Knowledge of library systems analysis, computer hardware/software technologies, and MARC and its application to automation; demonstrable communication and organizational skills; experience in planning, procuring, and implementing an online public access catalog and circulation system; experience in writing technical specifications for online library systems; and other educational background/training related to the duties of the position. A 2nd master's degree in a subject field is a preferred qualification. Full-time, tenure-track, 12-mo. appointment. Appointment date: July 1. Appointment at rank appropriate to qualifications. Salary range \$21,336–\$52,968. Liberal university-paid benefits. **Correspondence, applications, and confidential papers should be sent by April 15** to: Lillie Parker, University Librarian, **Henry Madden Library, California State University/Fresno, Fresno, CA 93740-0034**. An affirmative-action, equal-opportunity employer.

Tenure-track librarian positions. California State University/Long Beach, a comprehensive, publicly supported urban university with over 35,000 students, has 2 tenure-track positions available in its library. The library, with holdings of more than 1 million volumes, presently has a staff of 82, including 29 librarians. Librarians have full faculty status and may exercise the option of 10- or 12-mo./year employment. All librarians are expected to perform a variety of information-related

functions—collection development, information organization, instruction, online searching, and reference and consultation—and to serve as specialists in one of our 4 broad subject groups—Administration and Management, Humanities and Fine Arts, Science and Technology, and Social Sciences. Applicants should be capable of meeting the university's requirements for promotion and tenure, including scholarly and creative activity, usually taking the form of research and publication. A degree from a program accredited by the American Library Association or comparable education, training, and experience is required. The ability to communicate effectively in oral and written English is expected. Since the use of microcomputers and a variety of automated systems is essential to the work, applicants who have familiarity with various information technologies or who demonstrate the ability to attain skills in this area will be given preference. Appointment to one of 4 ranks and salaries will be dependent upon qualifications and experience. Ranks and salary ranges are: Assistant Librarian, \$28,884–\$34,740; Senior Assistant Librarian, \$31,680–\$43,896; Associate Librarian, \$39,960–\$55,548; and Librarian, \$50,544–\$61,044. Assignments to subject groups will be made based upon the backgrounds of successful candidates and library needs. Individuals with degrees, coursework, or library experience in the areas of business administration, criminal justice or political science, education, electrical engineering or computer science, or geography are being sought. As an equal-opportunity and affirmative-action employer, the university is interested in identifying females and minorities for consideration for these positions. **Applications received by March 15 will be given priority consideration.** A letter expressing interest, a resume, and the names and addresses of 3 references should be sent to: Roman Kochan, Associate Director, **University Library and Learning Resources, 1250 Bellflower Blvd., California State University/Long Beach, Long Beach, CA 90840**. An equal-opportunity, affirmative-action, Title IX employer.

University librarian. California State University/Fresno invites applications and nominations for the position of university librarian. Located in the central San Joaquin Valley, the CSUF library serves a faculty and student population of 20,000 as well as serving as a regional resource center with a library collection of 650,000 volumes, 4,000 periodicals, and other ancillary collections. The librarian, reporting to the vice president for academic affairs, provides leadership in policy formulation and administration; plans, guides, and coordinates all facets of library operations; serves as a member of the Council of Academic Deans; and represents the library within the university, the community, and the CSU system. **QUALIFICATIONS:** Master's degree in library science from an ALA-accredited institution (or equivalent) is required; a doctorate or a 2nd master's degree and a strong record of scholarly and professional achievement are desirable. The candidate should provide evidence of substantial administrative experience in an academic/research library, including planning, budgeting, and financial management, and personnel management. Experience with technological innovations in automated library services is essential. The candidate should demonstrate a service orientation, strong interpersonal skills, and the ability to stimulate and develop professional and support staff and to work effectively with an ethnically diverse population. **APPOINTMENT INFORMATION:** It is anticipated that the position will be filled Aug. 1, or as soon as possible thereafter. Within a range beginning at \$69,600, the salary is commensurate with qualifications and experience. In addition, an attractive package of fringe benefits, valued at approximately 30 percent of gross salary, is available. **APPLICATION INFORMATION:** Nominations and

applications should be received by March 15 to ensure full consideration. Applicants should send a current resume, names (with addresses and telephone numbers) of at least 5 references, and a statement of professional objectives and philosophy to: Thomas J. Ebert, Chair, University Librarian Search Committee, Office of the President, California State University/Fresno, Fresno, CA 93740. Request for additional information may be directed to Mr. Ebert or Ms. Della Smith at 209-294-2324. CSUF is an AA, EO, Title IX employer.

CORPORATE LIBRARY

Reference librarian needed for large insurance company in mid-Manhattan. MLS and 2 yrs. reference experience with substantial expertise in online searching, preferably in business and health-related subject areas. Salary mid- to high \$20s, commensurate with qualifications and experience. Send resume to: **Empire Blue Cross-Blue Shield, 3 Park Ave., 19th Floor, New York, NY 10016; Attn.: Esther Dyer.**

FOREIGN LIBRARY

8 Library/Book Fellows Positions Open

Applications are now being accepted for the 1988-89 Library/Book Fellows program, a joint program of ALA & the U.S. Information Agency, beginning in September 1988.

Stipends for Library/Book Fellows are \$23,000 per year. Travel expenses to & from (for fellow & one dependent) will be reimbursed, & health & life insurance coverage are provided. Some hosts will assist with housing. **ELIGIBILITY REQUIREMENTS:** U.S. citizenship; command of the language of the host country is desired; education & experience in library or info. science, publishing, or other fields directly related to the interests & needs of specific projects, with demonstrated competency as required. Persons who have lived abroad for a 10-year period immediately preceding application are not eligible.

While 12 positions are listed below, funding will permit approximately 8 placements:

Africa-Sub-Saharan

Zomba, Malawi: Univ. of Malawi (academic year). Assist the university's centralized cataloging department, provide on-the-job training to library assistants, & teach cataloging & classification classes in the library certification program.

Kampala, Uganda: Makerere Univ.-East African School of Librarianship (9 mos. to one year beginning October 1988). Expand the library science program to include graduate degree program. Lecture in 2 of the following fields: info. science, computer-based library systems & audiovisual methods, or cataloging. Provide in-service training at the main univ. library on automation, & on the use of computers in info. retrieval & storage.

Monrovia, Liberia: Liberian Bar Association (3 mos.). Assist in organization of the new National Law Library & train staff in administration of a small legal library consisting mainly of U.S. law volumes.

American Republics

Caracas, Venezuela: Simon Bolivar Univ., Graduate Program in Management of Information Services (7 mos.; fluent Spanish). Teach online search & retrieval techniques for U.S. databases, conduct a course on new developments in info. services in the U.S., & lead a seminar on enhancing the exchange of info. between the U.S. & Latin America.

Buenos Aires, Argentina: Argentina National Commission for Popular Libraries (6 mos., March 15-Sept. 15, 1989; fluent Spanish). Plan a national survey of the needs & resources of Argentina's popular libraries, lead a seminar on conducting a national survey, assist in the development of popular libraries network in Patagonia, & teach a graduate course for librarians on the philosophy of public libraries.

East Asia

Bangkok, Thailand: Asian Institute of Technology (one year). Design a postgraduate curriculum in info. management & conduct workshops for staff & graduate students on library management with an emphasis on electronic technologies & automation.

Manila, Philippines: National Library of the Philippines (one year; knowledge of Tagalog useful). Conduct training sessions for the library's professional staff in public library administration.

Europe

Paris, France: American Library in Paris (one year; French). Develop & oversee retrospective conversion project, analyze work patterns for transition to an integrated automation system, train staff, & prepare written procedural manuals on the maintenance of the library's database.

Umea, Sweden: Public Library of Umea & the Vasterbotten County Library (6 mos., September 1988-February 1989). Collaborate with teachers & librarians in the schools & work with children in recreational centers to develop young people's ability to use the library.

North Africa & Near East Asia

Sanaa, North Yemen: Sanaa Univ. Library (one year or academic term beginning Sept. 1988; basic Arabic). Assist in the development of library's technical services departments—cataloging, serials, & gifts & exchanges section—by designing more efficient procedures, cleaning up cataloging backlogs, & coordinating the work of the departments within technical services.

Khartoum, Sudan: Univ. of Khartoum (academic term, Sept. 1988-May 1989; some knowledge of Arabic). Teach undergraduate & graduate introductory courses in library science. Conduct workshops for faculty members & practitioners in: networking; collection development; the organization, storage, & retrieval of info.; & the latest developments in librarianship & info. centers.

Cairo, Egypt: Egyptian Society for the Dissemination of Univ. Culture & Knowledge (3-6 mos.; fluent written & spoken Arabic). Compile a list in both English & Arabic of all U.S. books that have been translated into Arabic & published in the Arab world.

If interested, send resume with a cover letter briefly stating desired position, foreign-language skills, subject expertise, & maximum placement service length. (No application forms are available.)

Application deadline for the 1988-89 positions is April 15. Contact: **Robert P. Doyle, Director, Library/Book Fellows Program, American Library Association, 50 E. Huron St., Chicago, IL 60611 (800-545-2433; in Illinois only 800-545-2444).**

LIBRARY EDUCATION

Assistant or Associate Professor (rank dependent upon qualifications) at the School of Library and Information Science, University of South Florida. **RESPONSIBILITIES:** Teaching graduate courses, student advising, research, and service to the library and information profession communities. **REQUIRED:** Earned doctorate in library/information science or a related field; master's degree from a library and information science program accredited by the American Library Association; expertise in cataloging and classification; and 2 yrs. experience in the organization of information in a library or other information agency. **Preferred:** Evidence of successful teaching experience in a university; a record of research in the field of information organization and retrieval; expertise in the organization of information, including 2 or more of the following areas: cataloging and classification, indexing and abstracting, information system design, management of an information system, evaluation of information systems, information needs analysis. Salary: Assistant Professor, \$24,000; Associate Professor, \$30,000, negotiable. Starting date: August 1988. **Application deadline: Feb. 10.** Send letter of application, resume, and names of 3 references to: Robert Grover, Director, School of Library and Information Science, University of South Florida, Tampa, FL 33620. According to Florida law, applications and meetings regarding this position are open to the public. USF is an equal-opportunity, affirmative-action employer.

Assistant professor, with specialization in library and information services for children and young adults. Position beginning Sept. 16, with teaching duties emphasizing education of professional librarians for positions in youth services, centered on courses in materials and services for children and young adults in public and school libraries. Strong commitment to research. **QUALIFICATIONS:** Doctoral degree in library or information science, or appropriate collateral discipline. **EMPLOYMENT DETAILS:** 3-yr. appointment as Assistant Professor on tenure track. Salary \$28,000 minimum, depending on qualifications and experience; excellent fringe benefits. Applications accepted until position is filled. Inquiries and resumes should be sent to: Search Committee, Graduate School of Library and Information Science, FM-30, University of Washington, Seattle, WA 98195. University of Washington is an equal-opportunity, affirmative-action employer.

MEDICAL LIBRARY

Director of educational resource center/Librarian. The West Virginia School of Osteopathic Medicine has an opening for the position of director of educational resource center/Librarian. This position will, under indirect supervision from a designated administrative officer, perform professional-level library work with direct responsibility for the management and operation of the educational resource center. Qualified candidates must have a master's degree in librarianship from an American Library Association-accredited college or university and a minimum of 5 yrs. professional library experience, including both technical and public services. 3 yrs. of the experience must have been in a college or university library. Additional desirable qualifications include prior experience in computer-assisted educational programs, in managing graphic and telecommunication academic support programs, and MLA certification. Salary range is \$22,000-\$24,000, depending upon experience. **Interested candidates should submit a letter of application, current curriculum vitae, and the names of 3 references no later than March 15** to: Chair, Educational Resource Center Search Commit-

FOREIGN LIBRARY

Kuwait Institute for Scientific Research State of Kuwait

Kuwait Institute for Scientific Research (KISR) is a nonprofit organization with a staff of more than 1,000 employees engaged in applied research in the fields of environmental & earth sciences, food resources, engineering, petroleum, petrochemicals & materials, & techno-economics.

KISR has a vacancy at its National Scientific & Technical Information Center (NSTIC) for an **acquisitions librarian**.

MAJOR DUTIES: • Managing all acquisitions including supervision of staff development, and allocating & monitoring material budget; • responsible for all collection development activities in science & technology; participating in the formulation of collection development policies, procedures, programs, & projects; • planning & coordinating the acquisitions of monographs, serials, technical reports, patents, & nonprinted materials.

QUALIFICATIONS: Applicants should have a master's of library science degree with minimum 5 yrs.' experience. Applicants should also have knowledge of both manual & automated acquisitions & serials control system & in online ordering, publishing trade & vendor source/plan, and excellent oral & written communication & interpersonal skills.

KISR offers attractive tax-free salaries ranging from KD550-KD750 monthly (1 KD @ \$3.62 approximately), commensurate with qualifications & experience, & generous benefits that include gratuity, free furnished air-conditioned accommodations, school tuition fees for children, contribution to a savings plan, 6 weeks' annual paid vacation, air tickets, free medical care, & life insurance.

Interested applicants are requested to send their curriculum vitae with supporting info. not later than one month from the date of this publication to:

Homoud Al-Rqobah
Director General
Kuwait Institute for Scientific Research
POB 24885 Safat
13109 Safat
Kuwait

tee, c/o Personnel Office, West Virginia School of Osteopathic Medicine, 400 N. Lee St., Lewisburg, WV 24901. WVSOM is an EEO, AA employer.

MUSIC LIBRARY

Music catalog librarian. Assistant Librarian (\$25,380-\$32,472) or Associate Librarian (\$31,008-\$44,676), dependent upon qualifications and experience. Open immediately. 70% music cataloging. Original cataloging and some copy cataloging, including scores, sound recordings, and other media. Supervises .5 library assistant. 30% responsibility for cataloging in other foreign-language subject areas. ALA-accredited MLS or equivalent and a substantive background of study in musicology and/or music theory are required. At least 2 yrs.' experience in research library original cataloging of music, with demonstrated knowledge of authority control procedures, and processing of nonprint materials, is required. Familiarity with AACR2 and experience with an online cataloging utility such as RLIN or OCLC are required. Reading knowledge of at least one modern Western European language is required with German strongly preferred. Reading knowledge of additional foreign languages desirable. Successful supervisory experience is desirable. Ability to maintain high productivity of quality records essential. **Applications received by March 18 will be assured consideration.** Applicants should send letter, resume, and the names of 3 references to: Jane E. Marshall, 108 Shields Library, University of California/Davis, Davis, CA 95616; 916-752-2112. The University of California/Davis is committed to a policy of affirmative action and specifically invites inquiries and applications from women and ethnic minorities.

Music librarian, Arts Library, Humanities and Social Sciences Department, Penn State University Libraries. Reopened; faculty position with academic rank in the Arts Library of the Humanities and Social Sciences Department at Penn State's main campus library. The responsibilities of this position include

reference services; bibliographic instruction; online database searching; individual research guidance to faculty and to graduate and undergraduate students; participation in the development of policies and procedures for processing of music materials; and liaison with School of Music faculty. Collection development responsibilities include selection of all material relating to music collections. The incumbent will also be expected to become active in research, scholarship, and service responsibilities of a faculty member at Penn State. The Arts Library houses the books and scores classified in music, art, and photography, and their respective periodical collections. There is a reference collection, a limited course reserve service, and a music listening room. The music collection is composed of some 31,500 books and scores and 22,500 recordings. The staff consists of 2 library faculty, 4 support staff, and student assistants. The Penn State University Libraries include collections of over 2.8 million volumes; 25,000 current serials; extensive holdings of maps, microforms, and documents; and computer-based data sources. Its faculty and staff provide a wide array of services for 3,000 faculty and 60,000 students through the university system. The libraries have an integrated automated system (LIAS) and participate in RLG, OCLC, and the Pittsburgh Regional Library Center. **QUALIFICATIONS:** ALA-accredited MLS or equivalent; a graduate degree in music, preferably musicology; minimum 2 yrs.' experience in an academic library; working knowledge of German; demonstrated communications skills required. Familiarity with automated systems and supervisory experience preferred. Potential for promotion and tenure will be considered. Salary and rank: dependent on qualifications, minimum \$24,000; liberal fringe benefits include educational privilege. **Deadline: March 11. TO APPLY:** Send letter of application, current complete resume, and names of 3 references to: Nancy Slaybaugh, Personnel Coordinator, E505 Pattee, Box ML-LDS, Penn State University Libraries, University Park, PA 16802. An equal-opportunity, affirmative-action employer.

NETWORK

Network coordinator, Wisconsin Interlibrary Services (WILS). Primary duties: to provide training, technical support and assistance for Wisconsin libraries in use of the OCLC database. Involves significant travel. **QUALIFICATIONS:** ALA-MLS; experience in use of OCLC database with emphasis on technical services functions; experience in teaching/bibliographic instruction; valid driver's license; microcomputer knowledge. Salary \$25,439 minimum. Applications accepted until position is filled. Full position description available on request. Resume and names of 3 references to: Priscilla Neill, Wisconsin Interlibrary Services, 728 State St., Madison, WI 53706; 608-263-5051.

Network librarian. The Bibliographical Center for Research (BCR), a major library network headquartered in Denver, Colo., has an opening for an OCLC member services librarian. Incumbent is responsible for providing training and technical assistance to over 200 libraries in a 5-state region. Position involves frequent travel (20-30%) and technical communication with personnel in member libraries. Required are MLS from an accredited library school, 2 yrs.' recent experience with OCLC system, a working knowledge of microcomputers, strong communication skills, and the ability to work independently. Teaching or training experience and experience with various OCLC subsystems and other automated library systems are highly desirable. Salary from \$21,000, negotiable. Fully paid health insurance coverage, liberal staff development, and other benefits. **Application deadline March 1.** Submit resume and names of 3 references to: Joyce Coyne, BCR, 1777 S. Bellaire, Suite 425, Denver, CO 80222. EOE.

PUBLIC LIBRARY

Assistant director. ALA-MLS, 5 yrs.' experience including supervisory experience. New position offers unique opportunity for professional growth in library serving a university-enhanced community of 80,000. Responsibilities include personnel and staff development, public relations, adult and young adult program coordination, and assistance with other administrative matters. Position open immediately. Beginning salary: \$23,244. Send resume and 3 references to: Patricia Schaefer, Director, Muncie Public Library, 301 E. Jackson St., Muncie, IN 47305.

Assistant director/head of adult services. ALA-MLS required. \$21,192-\$24,502 per yr., 4 weeks' vacation + excellent benefits. Must have public library experience planning adult service work and supervising staff. Must have knowledge of adult book selection and reference work. Library presently automating with CLSI for circulation. Successful candidate will supervise 6 full-time, 7 part-time persons. **Apply by Feb. 29** with letter of application, resume, names, addresses, and phone numbers of 3 current references to: Camillo Leslie, Administrator, Massillon Public Library and Museum, 208 Lincolnway E., Massillon, OH 44646.

Assistant director. Laramie County Library System serves a county of 70,000 located 100 miles north of Denver on the High Plains. The assistant director shares in management of daily operation of library system. Special responsibility for public relations and personnel. Serves as CEO in director's absence. MLS and public library experience indicating considerable initiative, achievement, and public service orientation. Supervisory/management experience, excellent communications skills, demonstrated abilities in PR, and the ability to handle multiple concurrent responsibilities are indicated. Appointment at \$27,000-\$30,000 d.o.q. plus normal benefits which include 4 wks. vacation, 100% paid retirement, 75% paid health insurance, and

**Subject Catalogers
Physical and Life Sciences
GS-9 (\$22,458-\$29,199) & GS-11 (\$27,172-\$35,326)
The Library of Congress
Washington, D.C.**

The Library of Congress is currently accepting applications for subject catalogers in the physical or life sciences. Positions minimally require, at the GS-9 level, a bachelor's degree in a physical or life science and a master's degree in either library science (preferred) or in a relevant physical or life science. Comparable experience may also be qualifying. Reading knowledge of German and a 2nd modern European language is also required.

Positions have promotion potential to the GS-12 grade level (\$32,567-\$42,341), but will initially be filled at the GS-9 or GS-11 grade level depending on applicant qualifications. Advancement to the GS-12 level is possible within 1-2 yrs. Applicants who wish to file for both positions must submit 2 applications. **Interested candidates should submit a Standard Form 171, Application for Federal Employment, no later than Feb. 29 to: Library of Congress, Employment Office, 101 Independence Ave. S.E., Room LM-107, Washington, DC 20540; Attn.: Vacancy Announcement 70892 (if applying for the physical sciences position) or Vacancy Announcement 70899 (if applying for the life sciences position).** Copies of the vacancy announcements and application forms may be obtained by calling 202-287-5620. U.S. citizenship required.

Equal-opportunity employer

the opportunity to live in Wyoming. **Send resume with cover letter and names and addresses of 3 professional references by March 15 to: Edward Byers, Director, Laramie County Library System, 2800 Central Ave., Cheyenne, WY 82001-2799.**

City librarian/director of library services, Coronado, Calif. This is an excellent opportunity for a career-oriented library manager to serve in one of the most desirable communities in the greater San Diego area. The City of Coronado is seeking a professional to plan, organize, and direct all services and programs provided by the city librarian. Possession of the skills, knowledge, and abilities for this position is typically demonstrated by a master's degree in library science, and 5 yrs.' progressively responsible administrative or supervision experience in professional public library work. An MLS from an ALA-accredited university/college is highly desirable. Salary: \$50,000+, depending on qualifications, plus excellent benefits program. **Special application materials are required and must be received by 5 pm on Friday, March 11.** To apply, contact: **Admin. Svcs. Dept., City of Coronado, 1825 Strand Way, Coronado, CA 92118; 619-522-7300.** An EEO, AA employer.

City librarian for Brawley Public Library, serving a population of 18,250, with holdings of 40,000, circulation 78,500, 5 FTE. Responsible for planning, direction, and supervision of all operations of the library, including personnel, budget, acquisitions, and liaison with city agencies, community groups, and the library system. **REQUIRED:** ALA-MLS or equivalent in education and/or experience plus 2 yrs.' administrative experience. Salary: \$1,825-\$2,185 per month in 5 steps, negotiable depending on qualifications. Excellent benefits package. Available immediately. Resumes accepted until position is filled. Send resume and 3 references to: **Board of Trustees, Brawley Public Library, 400 Main St., Brawley, CA 92227; 619-344-1891.**

Coordinator of technical services. Directs technical services division, including the acquisition, cataloging, and processing of all library materials. Supervises 4 librarians and 14 support staff. Experience and/or knowledge of library automated systems highly desirable. Library is scheduled to bring automated circulation and public access catalog system online in September 1988. Requires ALA-accredited master's degree in library science and 6 yrs.' progressively responsible experience following receipt of the master's degree with 2 yrs.' supervisory experience in technical services. Starting salary: \$27,815; 22 days' annual leave, 15 days' sick leave, group health insurance, retirement plan, no state income tax. El Paso is a bicultural

community with a population of 550,000, and is located on the Texas, New Mexico, and Mexico borders. Residents enjoy a dry climate and 360 days of sunshine a year. **Letters of application, with resume, must be postmarked no later than Feb. 26.** Address correspondence to: Betsy Burson, Dir., **El Paso PL., 501 N. Oregon, El Paso, TX 79901.** An equal-opportunity, affirmative-action employer.

Director, Fort Dodge (Ia.) Public Library. Community of 29,000 located in north-central Iowa. Collection: 53,000 volumes; annual circulation: 275,000. The ideal candidate will hold an ALA-accredited MLS and have appropriate administrative experience in a public library. Salary range: \$24,000-\$29,000. Generous benefit package. Send letter of application, resume, and professional references to: **Search Committee, c/o Kathleen Kregel, 723 Elizabeth Ave., Fort Dodge, IA 50501.** Fort Dodge (Ia.) Public Library is an equal-opportunity, affirmative-action employer.

Director, Providence Public Library. Energetic professional sought to lead public research library into the 21st century. Major responsibility for planning and directing program of service: governmental/community relations; development; for this nonprofit corporation providing service statewide. MLS, 10 yrs.' experience in library administration, or equivalent required. Salary: negotiable from \$50,000. Good benefits. **Preference will be given to applications received prior to Feb. 15.** Applications accepted until position is filled. Apply to: Robert C. Sanderson, Jr., Chair, PPL Director Search Committee, **c/o Citizens Bank, 797 Westminster St., Providence, RI 02903.** AA, EEO.

Government documents, senior assistant managing librarian, Seattle Public Library, acquisitions/documents department (position #88-00). Full time. \$26,831-\$33,137 per year, plus benefits. The Seattle Public Library is a dynamic and forward-looking library system dedicated to the provision of outstanding information services to a diverse urban public. Please take this opportunity to apply with one of the nation's best public library systems. The senior assistant managing librarian will provide a variety of management support functions and assume lead responsibility in the area of government documents and collections. Responsibilities include managing the acquisition of government documents for the library system; maintenance of library documents collections; developing automation applications in the area of government documents; evaluating and recommending improvements in departmental operations; and staff selection, training, and supervision. The senior assistant managing librarian will also function as a liaison between the acquisitions/

documents department, public service library departments, and agencies such as the U.S. Government Printing Office and the Washington State Library. **QUALIFICATIONS INCLUDE:** A master's degree in library science from an ALA-accredited school of librarianship or Washington State certification as a librarian is required. A minimum of 3 yrs.' progressively responsible experience in public library services, especially in the supervision of a library function or staff is required. Preference will be given to candidates with demonstrated experience in the management and acquisition of government documents, library system analysis, service improvement, project management, and computer-based systems and library service automation. **Letters of intent must be received by March 1.** Upon receipt of letter of intent, candidates will be sent an application packet containing the required application form and informational materials. Persons desiring to be considered for this position must submit a letter of intent to apply to: **Seattle Public Library, Personnel Department, 1000 4th Ave., Seattle, WA 98104 (Attn: Position #88-00).** The Seattle Public Library is an AA, EEO employer.

Library administrator. A progressive public library with a wide range of services, a collection of 113,000 books, and a budget of \$638,000 is seeking an administrator to direct 4 professionals and a support staff of 13 full-time equivalents. Leadership ability and experience in library automation, collection development, and public relations are required. Skill in long-range planning, management, communication, and staff supervision is essential. Candidates must have an MLS from an accredited institution plus at least 4 yrs.' experience in public library administration. Minimum salary \$33,000. Submit a resume and 3 letters of reference to: Carl Hammerstrom, Search Committee Chair, **Peter White Public Library, 217 N. Front St., Marquette, MI 49855.**

Library director, The city of Dubuque Library Board of Trustees invites applications for the position of library director. The successful candidate will be responsible for managing the activities of the Carnegie-Stout Public Library. The successful candidate will possess extensive public library experience at the supervisory level; MLS from an ALA-accredited library school; experience with computerized library systems; high level of skill in communications and utilization of human and financial resources; and a desire to be part of an organization that values service, people, integrity, responsibility, innovation, and teamwork; or any equivalent combination of experience and training which provides the required knowledges, skills, and abilities. This is a management-level position with an annual salary range of \$30,326-\$38,750 and an attractive fringe benefit package. **Please submit a request for formal application by Feb. 19 to the: Personnel Manager, City Hall, 13th & Central Ave., Dubuque, IA 52001.** Qualified persons with physical and mental impairments are encouraged to apply. Applications are a public record. EOE.

Manager of genealogy/local history/social science/history. The city of Fort Worth is seeking candidates with extensive local history, archival, and genealogical experience to apply for the position of Librarian III—manager of social science/history unit of a large central library. Strong history background and demonstrated management/supervisory skills are a must. **REQUIREMENTS:** MLS from an accredited ALA college/university; 4 yrs.' professional and progressively responsible library experience in a public service library. Preference given to applicants with history, archival, and genealogical experience. **ANNUAL SALARY RANGE:** \$25,368-\$35,520. **Application deadline: Feb. 22.** Apply to: **City of Fort Worth, Personnel Department, 1000 Throckmorton, Fort Worth, TX 76102.** EEO employer.

Manager/reader services. Manage main area library with materials in humanities, social sciences, and fiction. Maintain and develop proactive, user-oriented professional philosophy of service. Continue service of public programs and other activities to increase knowledge and use of library resources and to further the mission of the library in the community. Assume active leadership role within public services operation of the library. ALA-MLS degree and 3-5 yrs.' related library and supervisory experience. Strong interpersonal skills for communicating with patrons and leading a staff of 10 employees. Broad liberal educational background with strong knowledge of books and authors. Salary from \$24,300. Excellent benefits. Beginning date negotiable. Applications accepted until position is filled. Send letter of qualifications, resume, and names of 3 work references to: Charlene P. Holly, Personnel Manager, **Allen County Public Library, 900 Webster, Box 2270, Fort Wayne, IN 46801.** An EOE.

Public library director for the town of Needham, Mass. A public library with a 150,000+ collection, an annual budget of \$700,000+, and a staff of 40 full- and part-timers (6 full-time professionals) is seeking an experienced and creative director to oversee operations and guide the library's development. Our director retires June 30, and the trustees are searching for a director with an MLS degree as a minimum and above-average management and automation (CLSI preferred) skills. Must have 5 or more yrs.' progressive library administrative experience and proven ability to communicate effectively with staff, public, local officials, and organizations. Salary range for fiscal year '87/'88: \$31,614-\$41,953 (d.o.q.). Interviews will be held in the spring. **For consideration, please send letter of application and resume before Feb. 29 to:** Search Committee Chair, **Needham Free Pub. Lib., 1139 Highland Ave., Needham, MA 02192.** AA, EOE, M/F/H.

Reference librarian and bibliographer, Library of Congress, Children's Literature Center; GS-1410-9/11, \$22,458-\$35,326. Performs research and reference searches and prepares bibliographies. Replies to inquiries from government officials and agencies, public and research libraries, domestic and foreign institutions, and individuals engaged in research in fields of children's literature. Requires MLS and demonstrated knowledge of children's books and standard reference tools of field; knowledge of research techniques including use of automated databases. **Deadline for submittal of Standard Form SF-171 is March 14.** Send SF-171 (Application for Federal Employment) to: **Library of Congress, Employment Office,**

James Madison Memorial Bldg., LM-107, 101 Independence Ave. S.E., Washington, DC 20540; Attn.: Susan Kames. Please call **202-287-5620** for application form and copy of Vacancy Announcement #70911. J50585.

Reference librarian. Excellent opportunity for a creative professional to assist at the general reference desk in the main library and to manage the library's outstanding local history collection. The new main library is in an urban setting, opened in 1985, and serves residents, visitors, and a growing central business district. The position requires assisting a diverse clientele with their information requests. In addition, the position carries the responsibility for the acquisition and organization of local materials, the production of the library's newspaper index, and a variety of other projects using microcomputers. **REQUIREMENTS:** ALA-MLS, good reference skills, some public library experience preferred, experience with online searching and OCLC essential. Salary: \$24,000-\$26,500; excellent medical, dental, vision, and prescription drug benefits; and 4 weeks' paid vacation each year. Successful applicant will be required to become a resident of Atlantic City. **Send resume by Feb. 28 to:** Paul M. Nee, Library Director, **Atlantic City Free Public Library, One N. Tennessee Ave., Atlantic City, NJ 08401.** An equal-opportunity, affirmative-action employer.

Technical services department head. Seek service-oriented, dynamic individual to direct cataloging and processing units of 6.5 FTE and materials budget of \$345,000. Requires knowledge and proficiency in applying current AACR2 rules, Dewey system, LC subject headings, MARC formats, OCLC input standards. Experience with Geac and authority control highly desirable. ALA-accredited MLS required, 3 yrs.' progressively responsible experience in technical services preferred. Salary: \$27,045-\$34,325, excellent fringes. **First consideration given to applications received prior to March 4.** Submit application form, resume, and letter to: Linda P. Elliott, Director, **Palos Verdes Library District, 650 Deep Valley Dr., Palos Verdes Peninsula, CA 90274.**

SCHOOL LIBRARY

Elementary librarians: 2 positions, available Sept. 1. Collection development, student instruction, staff supervision, and automation implementation. Salary: \$22,000-\$30,000 depending on experience. Send letter of application and resume to: **Personnel Office, Arlington Central School District, 232 Dutchess Turnpike, Poughkeepsie, NY 12603.**

SPECIAL LIBRARY

Manager, Automated and Technical Services

The American Hospital Association (AHA) Resource Center seeks an individual for this newly defined position. This individual will be responsible for planning and coordinating divisionwide automation activities leading to a long-range goal of an automated, integrated library system. Will direct the development and organization of the nation's foremost collection in hospital and health services administration, including monographic, serial, and nonprint formats.

The successful candidate will possess a master's degree from an ALA-accredited school or another relevant graduate degree, along with 5-7 yrs.' experience in the library or information management field and demonstrated managerial experience, preferably in a business-oriented setting. Must have a working knowledge of library automation (OCLC preferred) and of collection development & organization. Strong planning, interpersonal and written & verbal communications and negotiation skills essential.

The AHA Resource Center offers a challenging professional environment in a national setting. Starting salary mid to upper \$30s, commensurate with experience. Excellent benefits, including 401(k) savings plan. Interested candidates, please submit letter of application, resume, and names of 3 references to: **Cal Gilbert, Division of Employee Resources, American Hospital Association, 840 N. Lake Shore Dr., Chicago, IL 60611.**

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SPECIAL LIBRARY

Chief, Cooper-Hewitt Museum Branch, Smithsonian Institution Libraries. Experienced librarian to administer collections and provide reference services and support of the staff of the Cooper-Hewitt Museum, other Smithsonian Institution staff, the scholarly community, the Cooper-Hewitt/Parsons School of Design MA program, and the general public. Salary: \$32,567. **Announcement closes Feb. 11.** For application information, contact: **Smithsonian Institution, Office of Personnel Administration, Employment Office, Washington, DC 20560; Attn.: MPA-87-700.** In February a representative of SIL will be available at the ARLIS annual meeting in Dallas for those candidates who have applied. EOE.

VENDOR/UTILITY

Postdoctoral fellowship, OCLC (Online Computer Library Center, Inc.). The postdoctoral fellowship provides the opportunity for researchers at the start of their careers to conduct research with OCLC staff, facilities, and data resources. This position is normally appointed for one year and the incumbent will conduct research in areas of mutual interest to OCLC and the researcher that focuses on problems of significance to the library and information science community. The postdoctoral fellow must have a PhD or equivalent training in one or more fields of interest to OCLC, such as library science, information and computer science, applied mathematics, statistics, and psychology and human factors. **Applications should be received by Feb. 15.** Competitive salary and a comprehensive benefits package will be offered (minimum salary of \$25,000 per year). Applicants must be citizens of the United States or permanent residents. For more information, please contact: Bill Wolfe, Employee Relations Specialist, **Human Resources Department, OCLC, 6565 Frantz Rd., Dublin, OH 43017; 614-764-6097.** An equal-opportunity employer, M/F.

Visiting distinguished scholar, OCLC (Online Computer Library Center, Inc.). The OCLC visiting distinguished scholar position brings experienced scientists, educators, and administrators with demonstrated research capabilities to OCLC to conduct research with OCLC staff, facilities, and data resources. This position is normally appointed for one year and the incumbent will conduct research in areas of mutual interest to OCLC and the researcher that focuses on problems of significance to the library and information science community. The research need not be specific to OCLC development and production activities. OCLC expects that research results will be published in the open literature. All publications stemming from the research conducted while at OCLC are attributed to the visiting scholar. Acknowledgement of OCLC support is required, and coauthorship is expected when OCLC staff make significant contributions to the research effort. The visiting scholar must have a PhD or equivalent training and substantial experience in directing and conducting research in one or more fields of interest to OCLC such as library, information, or computer science; applied mathematics; statistics; and psychology and human factors. **Applications must be received by Feb. 15.** Competitive salary and a comprehensive benefits package will be offered (salary range is \$30,000-\$60,000 per year). Applicants must be citizens of the United States or permanent residents. For more information, please contact: Bill Wolfe, Employee Relations Specialist, **Human Resources Department, OCLC, 6565 Frantz Rd., Dublin, OH 43017; 614-764-6097.** An equal-opportunity employer, M/F.

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DATEBOOK: events & educational opportunities

New listings. Other upcoming events appear in recent Datebook columns.

Beverly Goldberg, ed.

February

12: *Cataloging w/a Micro* prog., FLIS, U. Toronto, Ont. Spons., U. Toronto/FLIS. Fee, \$85. Info.: M. Chen (416-978-7111) or L. Denis (416-978-3111), FLIS, U. Toronto, Ont. M5S 1A1, Canada.

13: *Microcomputers in the Small Lib.: An Update* seminar, Houston, Tex. Spons., U. Texas at Austin/GSLIS. Fee, \$30. Info.: M. Boggins, Dir., Placement & CE, GSLIS, EDB 564, UT at Austin, 78712-1276 (512-471-3821).

19: *Lib. PR: Inside the Lib. & Outside* wkshp., Hinsdale (Ill.) Pub. Lib. Spons., Lib. Admin. Conf. of Northern Ill./Outreach Section. Info.: A. Soderstrum, Hinsdale Pub. Lib., 20 E. Maple St., 60521 (312-986-1976).

23: *How to Write a Better Grant Application* prog., Waterbury, Conn. Spons., Conn. State Lib. Info.: C. Schutt, Conn. State Lib., 231 Capitol Ave., Hartford 06106 (203-756-6149).

26: *Computer-Assisted Legal Research: Resources & Demonstrations* prog., FLIS, U. Toronto, Ont. Details: see Feb. 12.

March

3-5: Assn. of Ind. Media Educators annual conf., Adam's Mark Hotel, Indianapolis. Info.: B. Bashia, Pres.-Elect, AIME, c/o 948 Chippewa, Crown Point 46307.

3-5: Ill. Assn. for Ed'l. Communications & Technology; Ill. Assn. for Supervision & Curriculum Development; Ill. Assn. for Media in Ed. triple I conf., Oakbrook Hills Hotel & Conf. Ctr., Westmont. Theme, "Visions into Reality." Info.: M. Krema, IAME, 19 W. 211 14th St., Lombard 60148.

4: *Building an Effective Staff Team* prog., Austin, Tex. Spons., U. Texas at Austin/GSLIS. Fee, \$40. Info.: see Feb. 13.

4: *Leadership in Management Program: Motivating Today's Workers*, Knickerbocker Hotel, Chicago, Ill. Spons., Inst. of Continuing Prof. Ed. (ICPE). Fee, \$100. Info.: D. Frooman, ICPE, 11 E. Hubbard, Suite 200, 60611 (312-329-9464).

6-11: Florida Antiquarian Book Seminar for Booksellers & Lns., U. Fla., Gainesville. Spons., Book Seminars, Inc. in coop. w/AB Bookman's Weekly. 3 CEUs available. Fee, \$425. Enrollment limited. Info.: M. Goggin, Co-Dir., Book Seminars, Inc., 4024 N.W. 15th St., 32605 (904-378-8144).

7: *Annual Forum on Federal Info. Policies: Their Impact on Competitiveness*, Mumford Room, Madison Mem'l. Bldg., LC, Washington, D.C. Spons., Federal Lib. & Info. Ctr. Committee (FLICC). Fee, \$65. Adv. regis. req'd. Info.: C. Zirps, FLICC, LC, 20540 (202-287-6055).

7: *An Intro. to Preservation* seminar, United Engineering Ctr., 345 W. 47th St., New York, N.Y. Spons., N.Y. Metro. Ref. & Research Lib. Agency (METRO). Fee, \$40. Info.: J. Brandeau, METRO, 57 Willoughby St., Brooklyn 11201 (718-852-8700).

COMING UP

ALA Midwinter Meeting
Washington, DC Jan. 7-12, 1989

National Library Week April 17-23, 1988

PLA National Conference
Pittsburgh, PA April 27-30, 1988

ALA Annual Conference
New Orleans, LA July 9-14, 1988
Dallas, TX June 24-29, 1989

IFLA General Conference
Sydney, Australia Aug. 30-Sept. 3, 1988

LITA National Conference
Boston, MA Oct. 2-6, 1988

ACRL National Conference
Cincinnati, OH April 5-8, 1989

AASL National Conference
Salt Lake City, UT Oct. 19-22, 1989

7-10: Amer. Assn. for Higher Ed. conv., Chicago, Ill. Info.: AAHE, One Dupont Circle, Suite 600, Washington, DC 20036 (202-293-6440).

8: *Electronic Ref. Service* prog., Madison (Wis.) Area Technical Col. Lib. Spons., South Central Lib. System. One CEU available. Info.: S. McConnell, South Central Lib. System, 201 W. Mifflin St., Madison (608-266-6068).

10-11: *Financial Management* prog., Wisconsin Center, Madison. Spons., U. Wis.-Madison/SLIS. 2.2 CEUs available. Fee, \$160. Info.: D. Weingand (608-262-8952) or J. Pearlmuter (608-262-6398), CE Services, SLIS, UW/Madison, 600 N. Park St., 53706.

10-12: *Second Inst. on Management of Youth Lib. Services: Techniques of Data Collection & Analysis for Planning*, Somerset (N.J.) Travelodge. Spons., Rutgers U./School of Communication, Info., & Lib. Studies. 2 CEUs available. Fee, \$340. Enrollment limited to 48. Info.: J. Varlejs, SCILS, Rutgers U., 4 Huntington St., New Brunswick 08903 (201-932-7169).

12-15: Assn. for Supervision & Curriculum Development annual conf., Hynes Conv. Ctr., Boston, Mass. Theme, "Shaping the Revolution: Challenges & Opportunity." Info.: ASCD, 125 N. West St., Alexandria, VA 22314 (703-549-9110).

13-17: *Care & Preservation of 2-Dimensional Collections* reg'l. wkshp., Montgomery, Ala. Spons., Amer. Assn. for State & Local History (AASLH). Info.: AASLH, 172 2nd Ave. N., Suite 102, Nashville, TN 37201 (615-255-2971).

14-15: *New Directions in Lib. Automation* prog., Wisconsin Center, Madison. Details: see March 10-11.

18: *CD-ROM: "Disc"overing Opportunities* prog., Wood Auditorium, Avery Hall, Columbia U., New York, N.Y. Spons., N.Y. Metro. Ref. & Research Lib. Agency (METRO). Fee, \$40. Info.: see March 7.

18-19: *Database Software Applications in Libs.* prog., Wisconsin Center, Madison. Spons., U. Wis.-Madison/SLIS. 1.5 CEUs available. Fee, \$195. Info.: see March 10-11.

18-April 1: *Study Tour to Holland, England, & Belgium*. Spons., North American Serials Interest Group. Features visits to Dutch publishers, subscription agents, & libs., & transportation to U.K. Serials Group Conf. in Leeds. Departs from Chicago, Ill. Fee: approx. \$1,399. Info.: A. Sievers, Serials Dept., Helmke Lib., Ind. U. at Purdue-Fort Wayne, 2101 Coliseum Blvd. E., Fort Wayne 46805 (219-481-6882).

21: *Painless PC: What You Should Know about How an IBM PC (or Compatible) Works* wkshp., School of Communication, Info., & Lib. Studies, Rutgers U., New Brunswick, N.J. Spons., Rutgers U./SCILS. .6 CEUs available. Fee, \$60. Enrollment limited to 18. Info.: see March 10-12.

22: *Intro. to Records Management* wkshp., School of Communication, Info., & Lib. Studies, Rutgers U., New Brunswick, N.J. Spons., Rutgers U./SCILS. .6 CEUs available. Fee, \$60. Enrollment limited to 24. Info.: see March 10-12.

22: *Sampling for Decision Making* wkshp., School of Communication, Info., & Lib. Studies, Rutgers U., New Brunswick, N.J. Spons., Rutgers U./SCILS. .6 CEUs available. Fee, \$45. Enrollment limited to 35. Info.: see March 10-12.

23: *Young Adult* wkshp., Montgomery, Ala. Spons., Ala. Pub. Lib. Service (APLS). Info.: APLS, State Capitol, 6030 Monticello Dr., 36130 (205-277-7330).

23-25: *Developing & Funding Humanities Projects* wkshp., Burlingame, Calif. Cospons.,

DATEBOOK continued on next page.

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DATEBOOK continued from last page.

ALA/Assn. of Col. & Research Libs.; ALA/Pub. Lib. Assn. *Regis. deadline Feb. 15. Enrollment limited & by appl. only.* Info.: S. Donnelly, ACRL, ALA, 50 E. Huron St., Chicago, IL 60611 (312-944-6780 x243).

23-25: Kansas LA; Kans. Assn. of School Lns.; Kans. Assn. for Ed. & Communication Technology jt. conf., Kansas City, Mo. Info.: L. Gattin, Exec. Secy., KLA, c/o 901 N. Main, Hutchinson 67501 (316-663-2501).

24-25: *Improving Job Performance* wkshp., Nieman Marcus, Olympia Ctr., Chicago, Ill. Spons., Northern Ill. U. One CEU available. Fee, \$125. Info.: L. Johnson, NIU, DeKalb 60115 (815-753-1454).

24-27: Amer. Technical Ed. Assn. Nat'l. Conf. on Technology Ed., Nashville, Tenn. Info.: ATEA, 120 Engineering Circle, Athens, GA 30602 (404-542-2586).

25: *Cataloging Software* prog., FLIS, U. Toronto, Ont. Details: see Feb. 12.

25: *Health Info. Online: An Intro.* wkshp., School of Communication, Info., & Lib. Studies, Rutgers U., New Brunswick, N.J.

Spons., Rutgers U./SCILS. .6 CEUs available. Fee, \$75. *Enrollment limited to 18.* Info.: see March 10-12.

25: *Research Methods for Lns.* prog., FLIS, U. Toronto, Ont. Details: see Feb. 12.

25: *The Well-Tempered Collection: Environmental Protection of Lib. & Archival Mat'ls.* prog., Austin, Tex. Spons., U. Texas at Austin/GSLIS. Fee, \$35. Info.: see Feb. 13.

25-26: *Going It Alone: Managing the One-Person Lib.* course, New York, N.Y. Spons., Special LA/Prof. Development Section. Info.: L. Hamm, Prof. Development Section, SLA, 1700 18th St. N.W., Washington, DC 20009 (202-234-4700).

28-30: Small Press & Magazine Expo, New York (N.Y.) Penta Hotel. Spons., Meckler Corp. Info.: Meckler Corp., 11 Ferry Lane W., Westport, CT 06880 (800-635-5537; in Conn., 203-226-6967).

April

4-7: Catholic LA annual conv., New York (N.Y.) Penta Hotel. Theme, "Catholic Libs.: Gift to the Nation." Info.: CLA, 461 W.

Lancaster Ave., Haverford, PA 19041 (215-649-5251).

5-6: Connecticut LA annual conf., Treadway Hartford Hotel, Cromwell. Theme, "As Others See Us: Building a Positive Image." Info.: L. Sheehy, Trumbull Pub. Lib., 33 Quality St., Trumbull 06611.

6-9: Oregon LA annual conf., Hilton Hotel, Eugene. Theme, "Libs.: Windows to the World." Info.: D. Hill, Eugene Pub. Lib., 100 W. 13th, 97401 (503-687-5450).

7-8: *Disaster Preparedness* wkshp., Rollins Col. Lib., Winter Park, Fla. Spons., Fla. State U./SLIS/Statewide Disaster Preparedness & Recovery Program for Fla. Info.: J. DePew, SLIS, FSU, 32306-2048 (904-644-5775).

7-8: *Tools of & for Info. Services* prog., Wisconsin Center, Madison. Spons., U. Wis.-Madison/SLIS. 1.5 CEUs available. Fee, \$145. Info.: see March 10-11.

7-9: Missouri Assn. of School Lns. spring conf., Hilton Plaza Inn, Kansas City. Theme, "Focus on the Future." Info.: B. Lilleston, 820 Fox Run Dr., Clinton 64735.

7-10: Bologna Children's Book Fair, Bologna (Italy) Fair Grounds. Info.: F. Ferrari, Managing Dir., Bologna Children's Book Fair, Piazza Costituzione 6, 40128, Bologna, Italy (Telex: 511248 FIERBO I).

8-9: *Gala Program for Emory U./DLIM Alumni & Faculty*, Atlanta, Ga. Spons., Emory U./DLIM. Celebrates history of lib. school, which closes its doors in August. Info.: V. Lawson, Dir., DLIM, Emory U., Atlanta, GA 30322 (404-727-6840).

11: *Planning the Preservation Prog.*, United Engineering Ctr., 345 W. 47th St., New York, N.Y. Spons., METRO. Details: see March 7.

11-13: *The Distant Learner in the Human Service Professions* conf., Hilton Head, S.C. Spons., U. S.C./Div. of CE/U. System Programs. Info.: S. Bridewell, Div. of CE, U. S.C., 900 Assembly St., Columbia 29208 (803-777-7210).

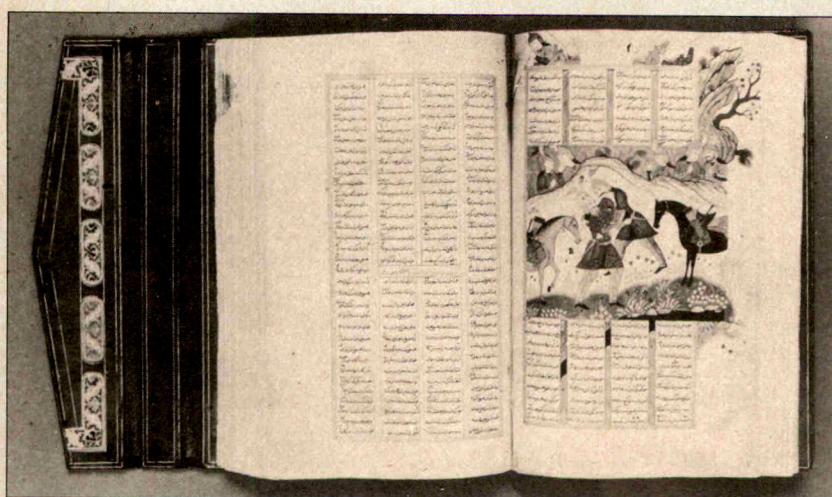
11-14: Assn. for Info. & Image Management (AIIM) annual mtg., Chicago, Ill. Info.: Dept. of Mtgs. & Exposition, AIIM, 1100 Wayne Ave., Suite 1100, Silver Spring, MD 20910 (301-587-8202).

12: *Microenvironmental Research and New Directions in the Care of Collections* preservation conf., Nat'l. Archives Bldg. Theater, Washington, D.C. Spons., Nat'l. Archives. Fee, \$35. *Adv. regis. req'd. Enrollment limited.* Info.: Conf. Coord., Archival Research & Evaluation Staff (NSZ), Nat'l. Archives, 20408 (202-523-1546).

13: *Annual Lazerow Mem'l. Lecture*, SLIS, Ind. U. at Bloomington. Spons., Inst. for Scientific Info. Marilyn Gell Mason, lib. dir. of Cleveland (Ohio) Pub. Lib., to speak. Info.: M. Krutulis, Admin., SLIS, Ind. U. at Bloomington, 47405 (812-335-2018).

May

1-3: *Annual Lib. Administrators Development Program*, U. Md., Donaldson Brown Ctr., Port Deposit. Spons., U. Md./CLIS. Fee, \$1,995. *Regis. deadline April 1. Enrollment limited.* Info.: M. Hayleck, Admin. Asst., CLIS, U. Md., College Park 20742-4345 (301-454-6080).



Philadelphia libraries pool their rare treasures for unique exhibit

Guaranteed to dazzle viewers, a unique display of some 250 rare books, manuscripts, and works of art will be displayed from April 16 to September 25 at the adjoining galleries of the Historical Society of Philadelphia and the Library Company of Philadelphia, Pa.

Entitled "Legacies of Genius: A Celebration of Philadelphia Libraries," the seldom-seen items will be gathered from the special collections of the Philadelphia Area Consortium of Special Libraries' 16 members. Showcased rarities will run the gamut from a 16th-century copy of the *Shanamah*, a Persian epic poem (above) to John Von Neumann's original typescript of the first stored computer program (1945). Edwin Wolf, librarian emeritus of the Library Company of Philadelphia, is the exhibit's guest curator.

The display area itself will boast its own children's room, a specially designed Federal-era setting to house architectural items; and custom-built "cradles" to cushion fragile bindings. Organizers have also planned special events such as workshops for children and adults, symposia, and brown-bag lunches.

Free to the public, "Legacies of Genius" exhibit hours will be: Tuesday and Thursday, 10 am-5 pm; Wednesday, Friday, and Saturday, 1 pm-9 pm; and Sunday, 1 pm-5 pm. To arrange a guided tour (\$25 fee), contact: Cynthia Little, Head of Education Department, Historical Society of Philadelphia, 1300 Locust St., Philadelphia, PA 19107 (215-732-6201). Request other information from: Joan Irving, Project Coordinator, c/o Library Company of Philadelphia at above address (215-546-5588).

action exchange

Requiring references from prospective patrons; eliminating phonograph records

Q. What libraries require references from patrons registering for library cards? What problems does this policy create? How have you solved them? *John A. Kelly, Head, Readers' Services Dept., Chattahoochee Valley Regional Library, Bradley Memorial Library, 1120 Bradley Dr., Columbus, GA 31906 (AL, Dec., p. 907).*

A. The Washington County (Ohio) Public Library requires references from all patrons registering for the first time. We explain that we need the name and address of "someone who would know your address if you move, someone with a different phone number than your own." We tell new applicants the card should be ready in three working days so that we can check to see if the reference actually knows the applicant. If the person is new in town, we suggest logical contacts such as landlord, real estate agent, or coworkers.

For patrons in a hurry, we offer to make an exception—if we are not busy—and call immediately. We ask patrons renewing their cards if they still know the references.

We also require proof of address—a driver's license or mail that reached the person at that address. We have found that our loss rate was cut substantially by this policy. Phone calls to references drastically reduce the number of individuals who elude us. When patrons comment that credit cards are easier to obtain than library cards, we tell them a library card *is* a credit card, and we are not

Over to you

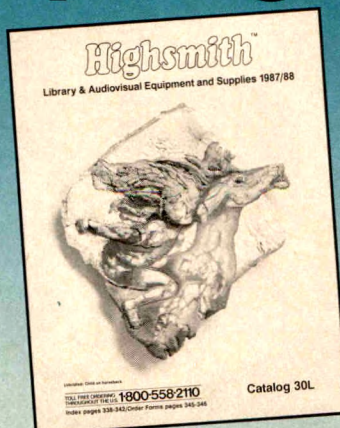
1. Where can I get extra book jackets of bestsellers to use for display? (Mass.)
2. What libraries take advantage of full-text articles available on DIALOG or elsewhere for interlibrary loan purposes? How do they deal with the costs? When do they use DIALOG rather than borrow from another library? (Ohio)
3. What library uses an IBM-compatible PC for accounting? Who knows of a cash-basis accounting software program to maintain financial records for nonprofit organizations? Are any such programs being adapted for library use? (Conn.)
4. Who can recommend a source for book returns that provides a gradual slope for returned materials rather than the usual steep drop into a bin? (Mo.)

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members of the clearinghouses that provide information about the applicant. In the few cases where an applicant has balked at giving us the information, we figure we have saved ourselves a fruitless search for our materials! *Ellen Bell, Library Director, Washington County Public Library, 615 Fifth St., Marietta, OH 45750.*

A. At the Auburn (Maine) Public Library, we have required references for years with little adverse reaction. If an applicant inquires, we explain we need a reference for locating only, not for checking character. Our cards are issued for three years, and patrons frequently forget to inform us of address changes. In communities such as ours, with reciprocal borrowing with the Lewistown PL across the river, 50 percent of the housing is rental and we often must call the reference to find a patron's current address.

Last October in a news story mentioning the ALA campaign to give every child a library card, the *Kennebec Journal* reported that the Auburn, Augusta, and Portland public libraries require references while the Maine State Library and the C.M. Bailey Library in Winthrop do not. Two days later, a *Journal* editorial declared that requiring library patrons to produce references "oversteps the bounds of personal privacy. . . . It makes people feel awkward and may deter people from getting a library card. Libraries, as public institutions, need to strike a balance between security and accessibility." Nothing has come of the editorial, and our policy procedure remains unchanged. *Nann Blaine Hilyard, Director, Auburn Public Library, 49 Spring St., Auburn, ME 04210.*

Q. What public libraries have totally eliminated phonograph record collections to concentrate space, time, and funds on videocassettes, audiocassettes, and CDs? What's the reaction? *Linda M. Newman, Head, Technical Services, Leominster Public Library, 30 West St., Leominster, MA 01453 (AL, Nov., p. 828).*

A. The Fairfield County (Ohio) District Library discontinued both LP records and 16mm films effective July 1. We pledged to strengthen our audiocassette and nonfiction video collections. We expected a torrent of protest, especially from the teachers who were the primary film users. To date, no torrent has materialized. We've had a few comments from the people who miss our LPs.

The key to a successful transition, in our case, was plenty of publicity and communication with the users. When they knew why we were dropping these services, it was easier for them to accept. It's also vital to follow through in strengthening the replacement collections. *George Needham, Library Director, Fairfield County District Library, 219 N. Broad St., Lancaster, OH 43130.*

Added A's to Previous Q's

• On international exchanges (*AL*, May, p. 328): From April to September, the head of one of the busiest branch libraries in Singapore exchanged jobs with a British librarian. The exchange proved so successful we would like to extend the program to a public library in the United States, preferably a metropolitan system of equivalent size. Our Central Library and six large branches have more than 2.6 million volumes, 400 staff members, and an annual circulation of 8.7 million. We provide services in English, Chinese, Malay, and Tamil. For details contact Lim Siew Kim, Staff Development and Welfare Officer, Bukit Merah Branch Library, Bukit Merah Central, Singapore 0315, Republic of Singapore. *Hedwig Anuar, Director, National Library, Republic of Singapore.*

ACTION EXCHANGE welcomes your typed questions and answers. Respondents will receive \$10 for each reply published. Q's and A's become American Libraries' property and may be edited. Please include your name, address, and position. Write to Lois Pearson, ACTION EXCHANGE, 50 E. Huron St., Chicago, IL 60611.

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Identify potential victims

Who are the high-risk children? In a Colorado study, Richard Compton examined 444 delinquents behind bars—an abuse in itself. He diagnosed among them 1,034 visual, auditory, language, sociological, and psychological dysfunctions.² These are some of the conditions that put children at risk—for in fact most “delinquents” were abused in childhood.³

How can we librarians prevent abuse? We help by making available to parents and teachers any information that enables them to detect and cure such conditions.

High on the list of abuse “triggers” are toilet training problems. Though librarians are not allowed to give medical advice, we should know that allergies, hypoglycemia, or delayed neurological development can cause bedwetting and soiling.⁴ I recommend Alison Mack’s *Toilet Learning* (Little, 1978) to help both children and parents cope.

Not all library schools offer courses on learning disabilities, but they should. Learning dysfunctions can lead to reading problems, and both contribute to a troubled child’s behavior. Librarians learn to offer high-interest materials, but should

also be aware that some children were taught to read too early in their development and were never retaught when they finally *were* ready—as signalled by their teething schedules,^{5,6} among other factors.

When parents tell you of their children’s reading problems, ask if the children have had thorough vision exams. Visual acuity tests alone do not measure the important abilities to coordinate both eyes, to focus quickly from far to near, and to follow a line without losing it. Because parents are less afraid of librarians than they are of teachers and doctors, they might heed our query.

An important source for librarians and parents in understanding learning disabilities is Robert E. Valett’s *Dyslexia: Neuropsychological Approach to Educating Children with Severe Reading Disorders* (Fearon-Pitman, 1985).

Defuse dangerous parents

Who are the high-risk parents? Sadly, any adult is capable of abuse. But one group especially at risk are parents who feel isolated—without friends or family to advise them.

Unfortunately, staffing levels at most public libraries seldom permit us to befriend such patrons. We can, however, post prominently the phone numbers of Abuse Hot Lines (listed in local phone directories) and parent support groups. For communities without such support groups, Andi Fischhoff’s and Frances L. Ilg’s *Birth to Three* (Castalia Publishing, 1986) gives tips on how to form local “birth-to-three” chapters.

The more understaffed we are, the more readily available we should make information on child behavior. Why not leave pamphlets in the children’s room on what behavior problems to expect as children grow older?^{7,8} By handing out such lists, I believe we could cut child abuse in half.

Videos can open many doors for libraries that lack a resident child-development expert. At Eugene PL we solved an information gap by contacting nearby Lane Community College, which had produced a child-development class for public television. The college donated a copy of the classroom session on video to our collection, and we refer care givers to it.

Set an example

Library staffers can learn to defuse an irate parent; the secret lies in criticizing neither the child nor the adult. Hearing that a misbehaving child may be going through a

(Continued on p. 152.)

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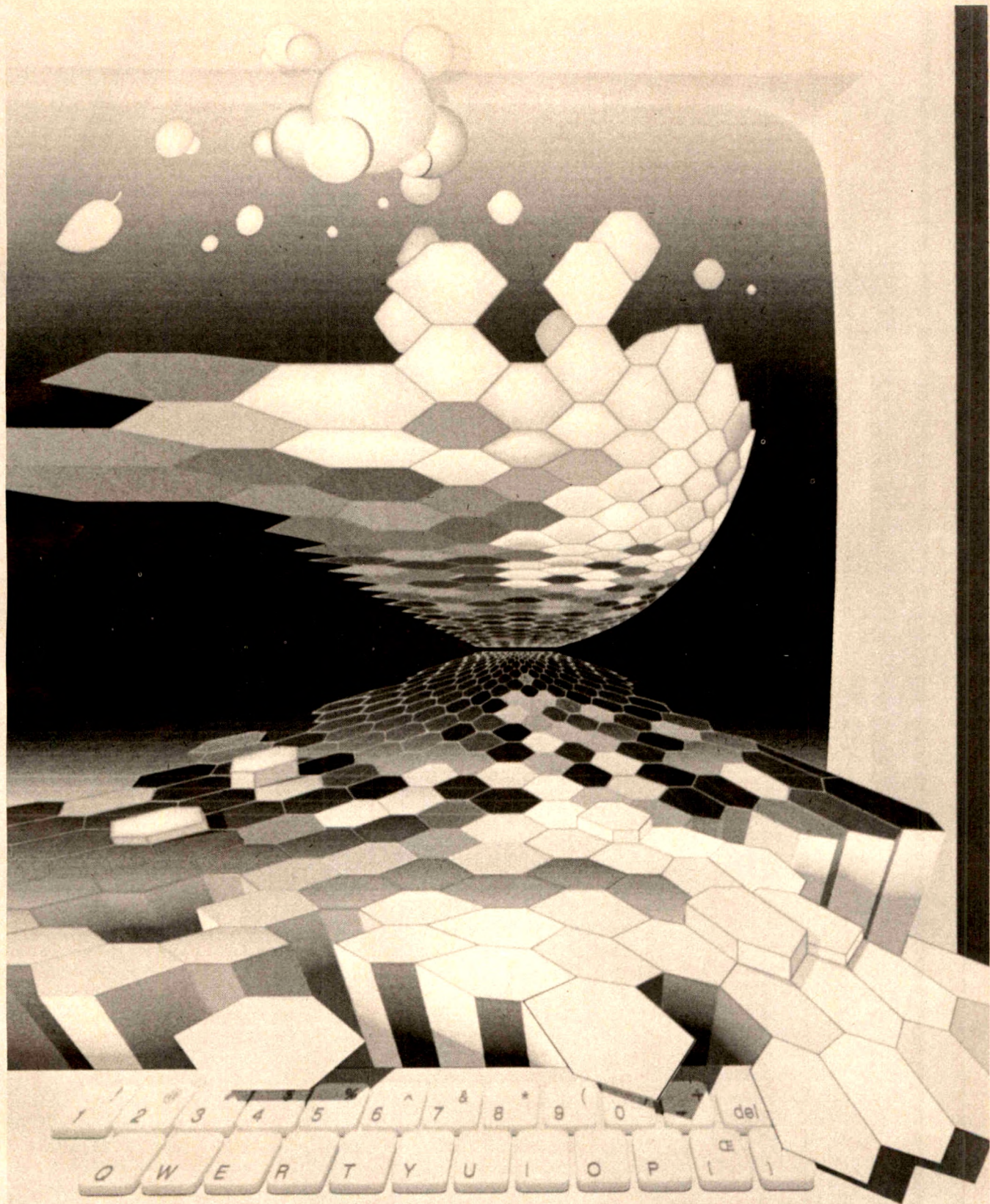
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School library's Heritage Center: A program you can make your own

Barrio and Anglo students become folklorists
in a flourishing project that explores neighborhood culture

By Lynn H. Colwell

CAROL CRIBBET-BELL, Librarian at Carrillo Magnet School in Tucson, Ariz., was not born in the barrio where she now teaches. But she shares a deep affection for the area's history and for the Hispanic and Indian children who compose almost 58 percent of her students. These children were born into a rich cultural community. Yet when she arrived at the school seven years ago, Cribbet-Bell saw that community eroding as skyscrapers edged out the neighborhood's adobe homes.

Determined to do what she could to safeguard the history of both the barrio and school, Cribbet-Bell, with help and input from numerous teachers, created the Carrillo Heritage Center. The Center's goal is to preserve cultural materials and foster understanding of the barrio.

Making a difference

"I felt that as a librarian, I could make a difference to these children if I played on their cultural background," says Cribbet-Bell. "Carrillo is a magnet school attended both by minority neighborhood children—primarily Hispanic and Indian, and a few blacks—and Anglo students who are bussed in from outside the central city. I wanted to help bridge the gap between the eastside kids and the barrio children and give the minority youngsters a strong sense of their own culture, traditions, and language. At the same time, I hoped the Anglo children would learn to appreciate the culture of the community in which they are growing up."

Carrillo's Heritage Center is the result of Cribbet-Bell's commitment to cultural awareness and understanding. The Center is not only a place—a special section of the school library dedicated to information on Tucson and the Southwest—but it is also a series of programs that extend beyond the library, helping to unite the school and community.

Lynn Colwell, who often writes on education, lives in Tucson, Ariz.

Interviewing barrio residents

The first phase of the Heritage Center program involved choosing students from among 250 fourth- through sixth-graders who could both contribute to and benefit from playing a role in a creative venture. The 16 selected students set out to interview residents of the barrio about their lives and memories. The children taped and transcribed 18 interviews, including many in Spanish, and created a 62-page book titled *Tales Told in Our Barrio*. Five artistic students illustrated it with maps and drawings that underline the dramatic nature of the folktales. *Tales Told in Our Barrio* was the first in a series of living history books that form the heart of the Carrillo Heritage Center.

Readers' Theater troupe formed

Carol Cribbet-Bell was not content with simply publishing a book; she wanted to bring the barrio tales to life. With help from another teacher, she formed a bilingual Readers' Theater troupe that dramatized the stories for schools all over Tucson. As a result of that successful experiment and requests from teachers, Cribbet-Bell wrote an instructional packet for teachers and librarians on the Readers' Theater concept. In 1986 Cribbet-Bell received a certificate of recognition from the U.S. Department of Education based on her work creating both the Heritage Center and Readers' Theater.

There was no stopping the students after the success of *Tales Told in Our Barrio*. The following year brought the *Tucson Festival of Foods*, a cookbook based on research into desert plants and herbs. After intensive field studies which took them to museums, an herbarium, and into the desert, a newly selected group of children along with 75 invited guests took part in a festival of foods. This celebration, held in Carrillo's 3,000-square-foot library, gave students a chance to sample a variety of exotic dishes from the cookbook, including tender cactus salad, mesquite bean coffee cake, and prickly pear party punch. *Tucson Festival of*

Foods contains five dozen food recipes along with some traditional folk remedies.

The third book in the folklore series was published in spring 1987. Lavishly illustrated with photographs and ink drawings, *Celebrations in Our Pueblo* explains the variety of ways Tucson's people have celebrated holidays through the years. As social historians, the children donned their folklorists' caps and once again fanned out into the neighborhood to collect living history documentation.

Stella Encinas, a fifth grader at the time she worked with Carol Cribbet-Bell on the celebrations project, explains why she enjoyed contributing to the book: "I interviewed a teacher's aide here at school about Quinceañeras, the celebration girls enjoy on their 15th birthdays. It was very interesting to learn how the celebration has changed over time. Now I am looking forward to my Quinceañera, and maybe I'll do some of the same things they used to do, just for fun!"

"Also, most people have forgotten about traditions from the past. That's why this book is important—to help us remember," adds the 10-year-old.

Children get feedback

From talking with the children, it is obvious that Cribbet-Bell has ignited their enthusiasm and imaginations. "It's hard work," admitted Chip, a sixth grader, "but it's worth it." The students' efforts are rewarded not only by publication of their work, but through the growth in their self-esteem and the accolades they receive as authors and artists at the publication parties Cribbet-Bell throws for all participants.

The first three books sought to preserve barrio history, but the fourth, which will be published next spring, indirectly addresses a pressing problem, especially among Hispanic students—dropouts. "Rather than concentrate on the past as such, we'll be looking at Hispanic role models in the community. We'll emphasize the widest possible definition of success so we can include successful mothers and grandmothers along with local 'celebrities.'"



“When Cribbet-Bell issues a call for help, an 80-year-old neighborhood grandmother, a nearby Chinese grocer, or a lawyer who lives 10 miles away may respond.”

Inspired by librarian Carol Cribbet-Bell (in blue sweater, left), students from Carrillo Elementary School created three books for the Heritage Center by interviewing older inhabitants of the barrio. Reading them, from l., are Laura Almeida, Adrianna Salazar, Elizabeth Norris, and Steve Mendoza.

We assume some of these people will have positive things to say about the importance of education, too,” explains Cribbet-Bell.

“Heritage” works anywhere

While Carrillo Magnet School is 57 years old and located in a changing ethnic neighborhood, Cribbet-Bell insists that a heritage program could flourish in any school.

“Every school has a community,” she says. “It may not be as obviously rich in culture as ours, but in every neighborhood there are landmarks, old homes, perhaps a scary neighborhood legend. All these could be the basis for children to explore their heritage.”

The Carrillo Heritage Center has been funded primarily through mini-grants from Tucson Unified School District’s Educational Enrichment Fund. Cribbet-Bell, along with Joan Daniels, a sixth-grade teacher, and curriculum specialist Pat Flores, have sought the \$500 grants each year.

First printings of each book ran 300 copies; they sell for \$4.50 each. Any profit helps to support the Heritage Center.

Nearly every segment of the school com-

munity and neighborhood is involved with the Heritage Center. When Cribbet-Bell issues a call for help, an 80-year-old neighborhood grandmother, a nearby Chinese grocer, or a lawyer who lives 10 miles away may respond. Parents take photos used in the books, type, collate, and share their own family histories.

In addition to people whose lives are tied to the school, Cribbet-Bell’s focus on historic preservation caught the imagination of the Arizona Historical Society, which has aligned itself with Carrillo School through the Adopt-a-School Program. “The people from the Historical Society are the ones who trained the children to be folklorists,” says Cribbet-Bell. “They explained interview techniques and helped them make up questions. Their community representative helped find barrio residents willing to come to school or have a teacher and child come to their homes for interviews.”

The Historical Society has also helped Cribbet-Bell set up and maintain a growing collection of books, audio and videotapes, and an historic photo collection.

That photo collection is the basis for Heritage Hall, another component of the Heritage Center. The formerly bland hall-

way now features a gallery of framed enlargements of photographs illustrating the story of Tucson’s barrio. The frames, sign painting, display tape, etc., were all donated by parents and barrio residents.

Cribbet-Bell’s energy and creativity may have sparked the creation of the Heritage Center, but she refuses to take credit.* She is quick to point out that these projects could not have succeeded without the enthusiasm, ideas, and cooperation of many people. “While I believe that a library can and should be a focal point of a school, our programs need to be coordinated with everything else that is going on. I believe strongly that a library should be a reflection of the school’s overall goals. It doesn’t make sense to create a wonderful program apart from the school.”

Information regarding the Heritage Center and Readers’ Theater, or copies of the books mentioned, is available from Carol Cribbet-Bell, Carrillo Intermediate School, 440 S. Main Avenue, Tucson, AZ 85701. □

*Carol Cribbet-Bell holds an MLS from the University of Arizona and was a school librarian at two other Tucson schools before coming to Carrillo.

ALA ♥ YOUTH

ALANET taps Kidsnet

ALANET, ALA's electronic information service, has joined forces with Kidsnet, a computerized clearinghouse for children's radio and television programs, to allow schools and libraries to search the current and archival Kidsnet databases.

The premier database on electronic programming for youth, Kidsnet provides detailed information on more than 5,000 children's programs and public service announcements currently on public, commercial, cable, and syndicated radio and TV stations. It also lists prime time programs relevant to youth. The archival database lists more than 20,000 previously aired programs now available to nonprofit educational institutions.

Individual on-demand searches otherwise available only to Kidsnet subscribers are now offered to ALANET users, who will get quantity discounts on multiple searches. Electronic versions of Kidsnet Calendar, listing upcoming events and publications, and Kidsnet Bulletin of future programs, are in the planning stages. For more information, contact Deputy ALANET System Manager Rob Carlson at ALA.

JOYS of Caldecott

The winter issue of the quarterly *Journal of Youth Services in Libraries (JOYS)*, formerly *Top of the News*, celebrates 50 years of Caldecott Medal awards to illustrators by the Association for Library Service to Children (ALSC).

In the special issue edited by Elizabeth Huntoon of the Chicago Public Library, Ethel T. Heins interviews the first winner, Robert McCloskey; Peggy Sullivan writes "A Tale of Callie Kott"; and Lillian Gerhardt reminisces about "F.G.M.," Frederic Melcher, who established the medal. Huntoon also prepared "A Caldecott Album" of photographs.

JOYS is published by ALSC and the Young Adult Services Division (YASD). Annual subscriptions to the quarterly are included in ALSC and YASD membership dues, or can be ordered for \$30 from Subscription Services, ALA.

- *Caldecott at Fifty: Highlights of the 1987 ALSC Charlemagne Rollins Program* is a 45-minute videotape produced by ALA Video at Annual Conference in San Francisco. The tape (0-8389-2082-9) will debut at the Public Library Association National Conference in Pittsburgh.

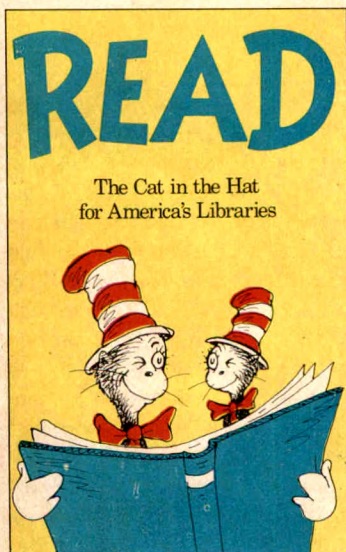
Kit on teen-age pregnancy

The Teen Pregnancy Crisis: Libraries Can Help is a hefty kit of materials on teen sexuality and pregnancy prepared by the Young Adult Services Division (YASD) Adolescent Pregnancy Task Force.

In addition to a multimedia bibliography from *Booklist* titled "Puberty, Pregnancy, & Parenthood: Teen Sex and Sexuality," and a pamphlet on "Ten Ridiculous Ideas That Will Make a Father Out of You" from Planned Parenthood of Central Oklahoma, the packet includes background information on the issue, resource lists, program ideas, a Spanish-language bibliography, and photo-reproducible posters.

The packet is \$12.50 from YASD. Orders for \$15 or less must be prepaid. For further information, contact YASD Executive Director Evelyn Shaevel at Headquarters.

- The packet also recommends "The Facts of Love in the Library: Making Sexuality Information Relevant and Accessible to Young People," a 20-minute videotape introduced by "Dr. Ruth," and available from ALA Video (AL, Dec., p. 950).



"Reading is my life," says Garfield

Cat in the Hat and Pippi Longstocking (above) and Garfield, the cartoon cat, attract young readers in new items offered by the ALA Public Information Office. The feisty feline joins Haré Whodini as star of an ALA reading club for children. The Garfield Reading Club kit is \$30, including four 11-by-17-inch posters, 200 bookmarks, 100 stickers, 100 booklogs, 100 certificates, and 30-page program guide. The plush Garfield is \$24. The 22-by-34-inch READ posters are \$5 each, and a third READ poster featuring Garfield and his friends in English or Spanish is \$4. Four-color Pippi bookmarks are \$6 for 400. Order from ALA Graphics, PIO, ALA, or send for the free new catalog of all 1988 offerings.

At Midwinter:

ALA candidates address youth issues

by Joan L. Atkinson

At the ALA Midwinter Meeting Jan. 9-14 in San Antonio, candidates for the 1988 election of ALA officers appeared in three forums, one of which was sponsored by the Association's youth divisions: the American Association of School Librarians, Association for Library Service to Children, and Young Adult Services Division. American Libraries asked youth specialist Joan L. Atkinson, associate professor at the University of Alabama Graduate School of Library Service, to report on the youth forum.

DISCUSSION CENTERED ON EDUCATION, access, and relations of divisions to ALA as the two candidates for president and three for treasurer faced the youth-services constituency at a Midwinter forum Jan. 10.

To the questions, "Why aren't library schools training the youth services people who are needed, and how can ALA help?" presidential candidate Rebecca T. Bingham cited the decreasing number of new professionals choosing the youth specialization, low salaries, and the decreasing number of ALA-accredited library school programs with strength in the youth area. Working to up-

grade salaries would be her priority.

Her opponent, Patricia Wilson Berger, noted the deemphasis on service to *anyone*, paralleled by the emphasis on technology. She challenged the divisions to publicize which library schools have been favorable to youth services, but agreed that "all the education in the world won't work unless we improve salaries."

Questions of access began with the reminder that ALA's top priority is promotion of efforts "to ensure that every individual has access to needed information at the time needed and in a format the individual can utilize."

Question: What can be done to ensure youth's access to reference services, particularly online services?

Berger's assessment: While the bad news is that there are the library *haves* and *have-nots*, the good news is that CD-ROM technology has the potential of making interactive searching more financially feasible than ever.

Bingham's responses: Networking that includes schools; insistence that public libraries offering online services do not exclude young people; trips to public libraries at a young age, when technologies are easily learned; and videotape programs available to those who cannot have hands-on access.

Candidates were asked to react to an em-

ployer's perception—that among new professionals interviewed for jobs, there seems to be erosion in dedication to the concept of free access and even hostility toward the Library Bill of Rights' interpretation of free access for minors.

Bingham declared that we absolutely must fight for free access, though her experience with community groups over challenged materials is that meetings can easily come close to violence. Both sides are volatile.

Berger said, "I am appalled at this attitude; we must make it clear that it is antithetical to our values to limit access in this country."

Most questions centered on the relationship of ALA to divisions and the inherent fiscal implications. ALA is in the process of revising its policy and procedures on this matter—a situation that in this writer's view induces at best uncertainty and at worst paranoia.

The following question was hypothetical but pointed: If division indirect costs are charged against division budgets, should time division staffs spend on ALA activity be charged against ALA?

Bingham acknowledged the indirect costs on both sides and answered, "I see no reason why, once we have a measure in place, we can't reflect this indirect cost. With the



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new policy agreement, this kind of conversation becomes crucial."

Berger noted that the policy document is now only a draft and that ALA must address the very real divisional concern about staff time spent on ALA matters.

Responding to a question on the role of divisions within ALA, Berger saw the divisions as perpetuating the goals of members and forcing attention to problems that must be solved. Bingham said, "The divisions are to ALA as a bow is to a violin." She added that divisions gain strength from being part of ALA, but ALA without its divisions would be like a large showy balloon, full of air but without substance.

Another question, pointing out that over a third of ALA members do not belong to divisions, charged that these members take advantage of division programs and services. Did the candidates have ideas for addressing fiscal inequities in this situation?

Berger responded that those members should be conged or shamed into joining the divisions. Bingham called for differential charges for services to non-division members, but hastened to add that if the program touches them in a meaningful way, they are more likely to become members. In her judgment, it is better to view them as friends, colleagues in youth services, and potential members rather than as foes.

Closing remarks of the candidates re-

flected their philosophies. Berger warned of the "mesmerism with technology" and of our penchant for focusing on one trendy issue after another. She called for a serious, sustained effort to eliminate illiteracy and for exposing governmental and other efforts that are antithetical to our national goals. Bingham focused on the importance of life-long learning. In her view, the three youth divisions have the important role of educating for tomorrow by teaching young people to use and value libraries so that as adults they understand the potential of libraries for meeting their lifelong learning needs.

Treasurer candidates respond

Candidates for ALA treasurer, Mary W. Ghikas, Bill Roberts, and Carla Stoffle, responded to questions related to fiscal implications of ALA policy and procedures on divisions. The move to an accrual-based accounting system adversely affects division budgets in the immediate future, but candidates agreed that an accounting system is only a mechanism for getting work done, and that no problem related to the transition is insoluble.

The question that reflected the tone of the entire forum was, "Please respond to the perception that divisions seem to be looked at by ALA for their fiscal stability more than for their programmatic contributions."

All candidates felt that in reality divisions are valued for their programmatic contributions. This reality is obscured because ALA policy, i.e., that divisions may not have a budget deficit, focuses an enormous portion of divisional staff and board time on presenting a balanced budget.

Roberts regretted the crisis mentality and acknowledged that fiscal decisions are tough. Ghikas pointed out that the option exists *not* to hold this negative perception and to maximize the perception that resources are far greater than just dollars. Stoffle urged the youth divisions to insure that our values drive our financial decisions and not the other way around.

A personal point of view

General wisdom has it that perception is its own reality. In another forum one of the candidates said, "Assumption is the mother of all screw-ups." The youth division forum was an attempt to assess whether youth services librarians are making valid assumptions about ALA's commitment to youth services. The candidates were reassuring, but the reality still exists that youth services librarians are paid less than any other segment of the professional community, and that positions in the youth specialization are often the first to be cut in a budget crunch. Being underpaid and understaffed translates into being undervalued. □

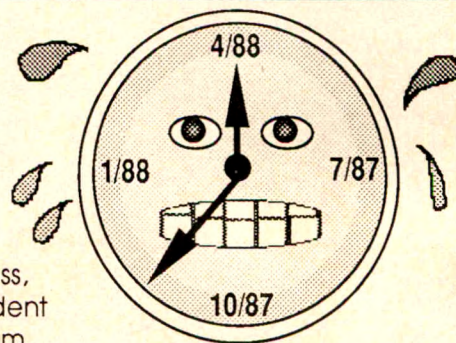
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The new guidelines replace *Media Programs: District and School*, published in 1975. The new guidelines *will* be ready in Spring 1988! Price and ordering information to be available soon.

To receive information as it becomes available, send your name and address to:

Ruth Ann Jones, Marketing Dept.
AASL/AECT Guidelines Mailing List
American Library Association
50 East Huron Street
Chicago, IL 60611



USIS/ALA library fellows to fill 8 more jobs abroad

For its second year, the Library/Book Fellows program sponsored by ALA and the United States Information Agency (USIA) seeks eight U.S. librarians and information specialists to qualify for positions in Africa, Asia, South America, Europe, and the Near East. Eight fellows were chosen in the 1987/88 program (*AL*, Sept., p. 705).

While twelve positions are listed, funding will permit approximately eight placements. The approved posts, varying in length from six months to a year, are hosted by the University of Malawi in Zomba; Makerere University in Kampala, Uganda; the Liberian Bar Association in Monrovia; Sanaa University Library in North Yemen; the University of Khartoum in the Sudan; and, the Egyptian Society for the Dissemination of University Culture and Knowledge in Cairo. Also, Simon Bolivar University in Caracas, Venezuela; the Argentine National Commission for Popular Libraries in Buenos Aires; the Asian Institute of Technology in Bangkok, Thailand; the National Library of the Philippines in Manila; the Public Library of Umea and the Vasterbotten County Library in Sweden;

and the American Library in Paris.

Library fellows receive annual stipends of \$23,000 in addition to travel expenses for the recipient and a dependent plus health and life insurance coverage. The 1988/1989 program begins in September; the application deadline is April 15.

For specific details, contact Library/Book Fellows Program Director Robert P. Doyle at ALA Headquarters, 800-545-2433; (in Illinois, 800-545-2444; in Canada, 800-545-2455).

Two groups pledge \$100,000 for Japan-U.S. conference

For the Fourth U.S.-Japan Binational Conference on Libraries and Information Science Oct. 2-6 in Racine, Wis. the Japan-United States Friendship Commission has awarded a \$39,000 grant and the Johnson Foundation \$61,000 in facilities and services.

Sponsored by the ALA International Relations Committee chaired by E. J. Josey, the conference will bring together 72 librarians and educators from the U.S. and Japan who are concerned with policy, operational, and technical matters of importance to libraries.

The Third Binational Conference was held in Kyoto in 1975, and a one-day seminar met prior to the 1986 International Federation of Library Associations and Institutions (IFLA) in Tokyo in 1986.

Theodore F. Welch, chair of ALA's Liaison Committee with Japanese Libraries, heads the fund-raising efforts. The Japanese-U.S. Friendship Commission, established in 1975, supports activities promoting scholarly, cultural, or artistic exchanges. The Johnson Foundation of Racine agreed to provide use of its Wingspread conference facilities and also provide meals, transportation, and simultaneous translations, as well as all expenses for six American observers. The foundation "seeks to help men and women become 'ready' to improve society" by addressing important issues and developing appropriate strategies to resolve the problems.

Roberts to run for treasurer

William H. Roberts, III, director of Forsyth County Library in Winston-Salem, N.C. will run as a petition candidate for the post of ALA treasurer in the June election. His background and platform statements will appear in upcoming election materials.



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National Library Day April 17

ALA, the District of Columbia Public Library Association, and the Special Libraries Association invite you to meet your representatives in Congress and the Senate on the 14th annual Legislative Day, Tues. April 17, in Washington, D.C.

To join your state delegation and make your voice heard, contact your state library association president immediately.

AASL/AECT teleconference to celebrate new guidelines

The new national guidelines for school library media programs will be heralded in a teleconference April 12 from 2 to 4 p.m. sponsored jointly by the American Association of School Librarians (AASL) and Association for Educational Communications and Technology (AECT).

The guidelines, the first published since 1975, have been in the planning and writing stages for more than three years. The teleconference will briefly explain their history and content and emphasize the importance of school library media programs to the total process of education and instruction.

AASL, AECT, the University of South Carolina, and the planning teams have absorbed the cost of planning the teleconference. Bound to Stay Bound Books, Inc., financed the production of information packages, graphics, and mailing.

To become a receive site, contact Project Director Don Barron, CLIS, University of South Carolina, Columbia, SC 29208 (803-777-4825). For information contact AASL Executive Director Ann Weeks at ALA.

ALA election schedule

ALA personal members whose 1988 membership dues have arrived at ALA Headquarters by March 31 will receive ballots for the spring elections for officers and councilors. Ballots will be mailed third class between April 16 and 30. Members who do not receive ballots by June 10 may obtain them by calling Membership Services on the toll-free line: 800-545-2433. In Illinois only, dial 800-545-2444; in Canada, 800-545-2455.

June 17 is the last day ballots will be accepted for tabulation. Election results will be reported June 22.

ALA will request address changes with the ballots and will guarantee forwarding and return postage.

In accordance with the bylaws, March 9 is the last day ALA will accept nominating petitions to add to the 1988 Council and division ballots.



Thomas H. Gaughan

Gaughan named managing editor of *American Libraries* magazine

Thomas M. Gaughan, director of library services at High Point College, N.C., will join the *American Libraries* staff as managing editor on Feb. 29.

A graduate of the Rutgers University library school, Gaughan brings 13 years of varied professional experience to the new post. He holds a second master's in personnel services and teaches English composition at High Point.

Active in ALA and three of its divisions (ACRL, RASD, LAMA), Gaughan is also a member of the Southeastern and North Carolina Library Associations.

Gaughan began his library career as social sciences specialist at Hamline University, St. Paul, Minn., then served three years as personnel librarian at the University of Illinois/Urbana Library. In 1980 he became library director of Bard College, Annandale-on-Hudson, N.Y., and was named to the directorship at High Point in 1983. In 1985-86, he chaired the Library Director's Committee of the Piedmont Independent College Association.

In library publishing, Gaughan has served as referee and reviewer, and is the author of articles in *C&RL* and *Journal of Education for Librarianship*, among other periodicals. He was reviews editor for *RQ* in 1976-79.

Recently, Gaughan published a humorous article in *Inside Sports*.

In announcing the appointment after a national search, *AL* Editor Art Plotnik remarked, "Tom's experience is a perfect complement to the staff's background and will immediately boost our coverage of academic and administrative topics. He'll also play a major role in the magazine's long-range development, and just plain add his fine writing talent and wit to our pages."

LVM donates Powell tapes

ALA's *Library Video Magazine* has donated its complete videotaped interview with Lawrence Clark Powell to the University of California/Los Angeles Library, where it will be available for research viewing in the Department of Special Collections.

Powell served 17 years as university librarian, and UCLA's undergraduate library bears his name. The videotape, produced by Kathy Coster, runs more than an hour, of which only a small portion forms the edited segment on Issue 4 of *LVM* (Summer 1987). The video interview will supplement an audio tape and other research materials in the Powell collection.

"Many of the *LVM* stories will have archival value," said *LVM* Executive Producer Art Plotnik, "but this one was special, and we're delighted to see it housed with love and care."

★ ★ Thoughts on Leadership ★ ★

Culled by Pres. Margaret Chisholm

"We need people who can think clearly, who can speak, write, and teach intelligently, engagingly, persuasively. We need fewer people who flaunt their coursework in leadership from Backwater University; we need more leaders."—Robert W. Cole, Jr., editor, in "Editor's Page," *Phi Delta Kappan*, November 1985.

ala unit offerings

ALA Graphics Catalog 1988, Public Information Office. 24 pages, free from ALA Graphics, ALA.

Friends of College Libraries, comp. by Ronelle K.H. Thompson (CLIP Note no. 9). 140 pages, \$14 to Association of College and Research Libraries members, \$16.30 to ALA members, \$17 to others from Order Dept., ALA (0-8389-7171-7).

Librarian Career Resource Network Directory, Office for Library Personnel Resources. 37 pages, \$2 from OLPR, ALA.

Libraries in an Information Society: A Statistical Summary, by Mary Jo Lynch. 32 pages, \$4 from Publishing Services, ALA (0-8389-7145-8).

ALA Handbook available. The *ALA Handbook of Organization 1987-88* is mailed automatically to all personal members who hold an office or an appointment in ALA and its units.

If you are an ALA personal member who holds no office or appointment and you wish a free copy of the *Handbook*, write to Elaine Wingate, Executive Office, ALA, 50 E. Huron St., Chicago, IL 60611. (Include your membership number.)

The *ALA Handbook of Organization and Membership Directory* is mailed automatically to all organization and life members.

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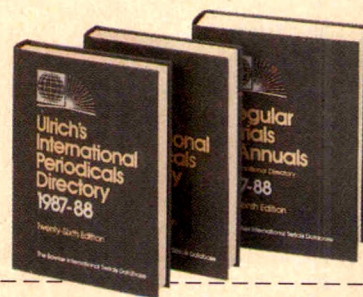
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AL 2/88

bulletin board

A C H E C K L I S T O F R E C E N T A N N O U N C E M E N T S



Taylor Falls (Minn.) P.L. now 100; Wambaugh as "Librarian"; Gustavus Adolphus College auctions baseball; Columbia's Low Memorial.

Cheers!

□ One hundred years ago the **Taylor Falls (Minn.) Public Library** set up shop in a small building previously occupied by a tailor. The library, run by Marilyn Rimestad, is still there (above), serving some 620 local residents with a newly weeded collection. In its six-county area, it remains the only holdout from the East Central Regional Library System.

□ Author Joseph Wambaugh (above) was scheduled to be "Librarian for a Day" in January at the **Pasadena Public Library**, thanks to his auction bid at a recent fundraising dinner to help restore the Central Library. The dinner raised \$100,000, reports Edward Sznaka, Pasadena's real librarian.

□ Another gala/auction raising \$100,000 for library use took place recently at **Gustavus Adolphus College**, St. Peter, Minn., where the Folke Bernadotte Memorial Library benefitted from the sale of such items as a baseball autographed by the Minnesota Twins (above)—auctioned for \$850.

□ **Columbia University School of Library Service** had a full house for its Dec. 10 Founder's Day dinner in the stately old Low Memorial Library on campus. Part of Columbia's Centenary celebrations, the dinner boosted the school's aggressive new fund drive.

□ **Rosary College library school** (River Forest, Ill.) celebrates its 50th anniversary this year with a two-day symposium in April. Specializing in library "practice" rather than administration, the school boasts some 3,600 alumni.

□ On Jan. 3, the **Evansville-Vanderburgh County (Ind.) Public Library** observed its 75th anniversary.

□ James Cheng, head of the **Richard C. Rudolph Oriental Library** at the University of California/Los Angeles, heralds the library's 40th anniversary and its growth to 270,000 volumes in Chinese, Japanese, and Korean. •

✓ □ Circulation jumped 64 percent in 1982-87

in the 12 branches of the **Eastern Oklahoma District Library System**, reports director Marilyn L. Hinshaw.

□ From the folks who gave the Portland (Oreg.) area a Federal Government Procurement Center in the county library comes a full scale **Construction Library**, a library service and collection within the **Multnomah County Library**. The Procurement Center earned millions in federal contracts for area business; the construction library will serve as a central resource for the industry.

□ **Brooklyn (N.Y.) Public Library** raised over \$14,000 in a recent auction of chess champion Bobby Fisher's books and personal papers, which the library had acquired in 1967.

□ For the dedication of a \$3 million addition to **William & Mary's Earl Gregg Swem Library** (Williamsburg) Feb. 5, ALA President **Margaret Chisholm** will be keynote speaker, and Columbia library school dean **Robert Wedgeworth** will be on hand to deliver a Charter Day address for the college. Wedgeworth will pick up an honorary degree.

Apply for

□ **By Feb. 18:** Library career training grants from the Dept. of Ed. Call Frank Stevens or Yvonne Carter at Library Programs, OERI: 202-357-6315.

□ **By Feb. 19:** Congressional fellowships on women and public policy, open to any grad student: Call Alison Dineen at the Women's Research and Education Institute: 202-328-7070.

□ **By Mar. 1:** NEH summer research seminars for college teachers and independent scholars: Call Joy Evans: 202-786-0438.

□ **By May:** NEH "Teacher-Scholar" awards for elementary and secondary school teachers for sabbatical study in the humanities—up to \$27,500. Contact Div. of Education Programs, National Endowment for the Humanities, 1100 Pennsylvania Ave., N.W., Washington, DC 20506. Telephone: 202-786-0377.

Supplier notes

□ **OCLC** now provides online access to all LC-MARC records, following its decision to add monthly tape loads of "minimal-level cataloging records" from the Library of Congress. These less-than-full records are mainly for items considered of low-use or research value, but libraries want 'em, reports OCLC.

□ **Faxon**, working with Information on Demand, Inc., will provide document delivery of articles ordered online from the ADONIS CD-ROM database. Part of Faxon's INFOSERV, the new offering is called **Biomedical Document Delivery Service (BDDS)**.

□ Meanwhile (see above) **The Information Store** will be the exclusive supplier of documents ordered via **PaperChase**, the "no-experience-needed Medline search service." For information on online ordering: The Information Store (415-543-4636) or Pat Ryan at PaperChase (617-735-2253).

□ **DIALOG** users will be able to display, type, and save images of trademark logos and other design elements on the **TRADEMARKSCAN—FEDERAL** database from Thomson & Thomson. An enhanced DIALOGLINK package will be made available for the new graphics capability. Contact Paula Dowell at DIALOG (415-858-3742) or Anthea P. Gotto at Thomson & Thomson (617-479-1600).

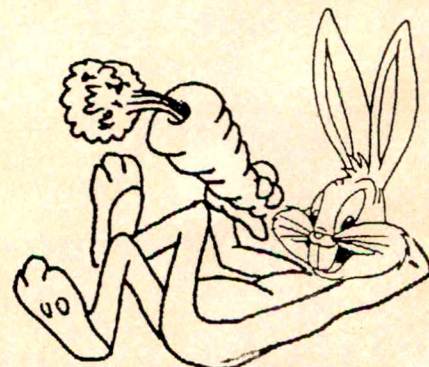


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the source

SELECTED RESOURCES FOR CURRENT AWARENESS

The Source highlights useful items in major areas of library/information activity. Send materials to department editor Gordon Flagg, American Libraries, 50 E. Huron St., Chicago, IL 60611.

librarian's library

Libraries and the public good. When E.J. Josey served as ALA president in 1985 he declared "Forging Coalitions for the Public Good" to be his theme for the year. Sixteen original papers commissioned for the Presidential Program at that year's Annual Conference have been collected in *Libraries, Coalitions, and the Public Good*.

Contributors include John N. Berry III, Arthur Curley, Joan C. Durrance, Virginia Hamilton, Rep. Major R. Owens, Patricia Glass Schuman, Gerald R. Shields, and Carla

Stoffle. Among the topics are "The Public Good: What Is It?" "The Library's Role in a Multicultural Society," "The Economic Impact of Libraries," "Creating Coalitions for a New Social Agenda," and "Pay Equity and the Public Good."

The 174-page paperback, edited by Josey, also includes a summary of reactions to the program from over 1,500 librarians and representatives from some 50 participating organizations. \$29.95 from Neal-Schuman Publishers, 23 Leonard St., New York, NY 10013 (1-55570-017-9, 87-1642).

ALA's archives. The *Guide to the American Library Association Archives*, edited by Maynard Brichford and Anne J. Gilliland, provides access to the noncurrent records of the Association, housed at the University of Illinois at Urbana-Champaign. Some 40 percent of the material described in the new second

edition of the *Guide* represents holdings added since the 1979 first edition, including major additions relating to the Executive Board, Washington Office, Publishing Services, ACRL, and library education and accreditation. In addition, 420 new descriptors have been added to the subject index.

The *Guide*, consisting of an introductory pamphlet and three microfiche, is \$5 from ALA Publishing Services, 50 E. Huron St., Chicago, IL 60611 (0-8389-2048-9, 87-14533).

Outreach newsletter. *Library Outreach Reporter* is a new bimonthly newsletter said to be "the only library publication devoted exclusively to areas such as service to the disabled, programs for the aging, literacy programs, and ethnic library services."

The premier issue contains features on large-print books for adults and children, fundraising for special programs, cooperative literacy programs, the Josephine Kretsch Re-

resources

In honor of February's celebration of Black History Month, AL offers a special roundup of recently received items dealing with black people and culture.

Tracking black legislation. Concerned citizens can keep track of activities by and for black Americans in the U.S. Congress with the *Black Congressional Monitor*. The monthly newsletter reports on bills introduced, hearings sponsored, and other legislative initiatives by black members of Congress, as well as legislative issues pertaining to blacks and other minorities.

Subscription rates are \$15.95 for one year and \$28.95 for two years from Len Mor Publications, POB 75035, Washington, DC 20013 (ISSN 0895-1780).

A literary homage to Nelson Mandela collects fiction, essays, poetry, and short drama by 23 international writers honoring the imprisoned South African antiapartheid leader. The contributors to *For Nelson Mandela* include Nadine Gordimer, Samuel Beckett, Susan Sontag, Allen Ginsberg, Ntozake Shange, and John Irving.

In her tribute, Joyce Carol Oates says, "Of apartheid's peculiar evil Nelson Mandela has long been the symbol of heroic, living resistance. How beyond the confines, even the eloquence, of any poetry, this man's achievement!"

The 256-page anthology, edited by Jacques Derrida and Mustapha Tlili, is \$17.95 from Henry Holt and Co., 521 5th Avenue,

New York, NY 100175 (0-8050-0581-1, 87-14379). The contributors' royalties and a substantial portion of the publisher's profits are being donated to the Committee for Nelson Mandela.



The jacket of For Nelson Mandela bears this reproduction of Kau Drawing by Larry Rivers, donated to Artists of the World Against Apartheid and originally exhibited in Paris in 1984.

The complete Crusader reprinted. Called "one of the most important expressions of black radicalism in the 20th century," *The Crusader* was a World War I-era magazine published in Harlem by Cyril Briggs, leader of the African Blood Brotherhood. Although historian Theodore Draper called the magazine "absolutely essential for an understanding of the early Negro aspect of the American Communist movement," copies are extremely rare and no library has anything approaching a complete run.

Now all 42 issues of the publication have been reprinted in a three-volume facsimile

edition, with a comprehensive index and a lengthy introduction by editor Robert A. Hill offering background on Briggs and his magazine. The 1,450-page set is \$300 from Garland Publishing, 136 Madison Ave., New York, NY 10016 (0-8240-3766-9).

THE CRUSADER



The cover of the December 1920 issue of The Crusader, now reprinted by Garland Publishing.

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source Library on Brain Injury, intergenerational program ideas, and other topics. Each issue will include news briefs, annotations of new publications, and announcements of workshops and conferences.

One-year (six-issue) subscriptions are \$18 U.S. and \$24 foreign (air mail) from *Library Outreach Reporter*, Subscription Dept., 1671 E. 16th St., Suite 226, Brooklyn, NY 11229 (ISSN 0895-1179).

Space planning for technology. Library consultant Richard W. Boss says he wrote *Information Technologies and Space Planning for Libraries and Information Centers* in response to the lack of available information on the impact of new technologies on facilities planning.

The guide describes the technologies that have the greatest potential impact—automated systems, microform, optical media, telefacsimile, and compact storage—and discusses their requirements for space, furniture, lighting, electrical power, and atmospheric control. Boss also describes the existing space planning formulas now widely used and makes recommendations for altering them to reflect the changing technologies. 121 p., \$36.50 cloth (0-8161-1859-0), \$28.50 paper (0-8161-1870-1) from G.K. Hall & Co., 70 Lincoln St., Boston, MA 02111.

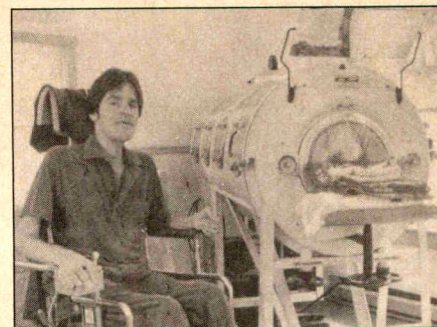
Library crime worldwide. Authors Alan Jay Lincoln and Carol Zall Lincoln conducted national studies of crime and disruption in U.S., Canadian, and British public libraries to write *Library Crime and Security: An International Perspective*. Their aim is to "provide insights into the problems faced by librarians and stimulate thought about the range of solutions."

The book discusses the patterns and types of library crime in the three nations, institutional and situational factors, the costs and other effects of crime, and library security options. It concludes with a library security checklist and selected bibliography. The 163-page volume (also published as vol. 8, nos. 1 and 2 of *Library & Archival Security*) is \$24.95 from Haworth Press, 12 W. 32nd St., New York, NY 10001 (0-86656-480-2, 87-12059).

A moving work. In *From Here to There: Moving a Library*, author Dennis C. Tucker offers practical suggestions for moving books and libraries with the greatest efficiency.

Tucker devotes sections to before-the-move preparations (selecting the move director, weeding, cleaning, setting the date), choosing a method (on booktrucks, on trays, in boxes, using vehicles, choosing helpers, hiring a professional), the move itself, and after moving day (reading the stacks, dedicating the facility). Appendixes offer a sample moving contract and a list of professional movers with experience with libraries. 179 p., \$34.95 cloth (1-55605-027-5), \$24.95 paper (1-55605-028-4) from Wyndham Hall Press, POB 877, Bristol, IN 46507 (87-28061).

special services



Alternatives for Muscular Dystrophy patients who can no longer breathe unassisted are detailed in *Ventilators and Muscular Dystrophy*. Authors Nancy Schock and Dr. Agatha Colbert developed the 36-page booklet in the course of treating Schock's son, who developed respiratory failure and now lives part-time in an iron lung. They describe various types of ventilators and living arrangements, as well as some two dozen specialized care providers and support persons (physicians, physiatrists, physical therapists, dietitians, social workers, etc.). Contains a selected bibliography, glossary, and resource list. 36 p., paper, \$6 from Gazette International Networking Institute, 4502 Maryland Ave., St. Louis, MO 63108.

Big ideas for large print

Publisher G.K. Hall is offering libraries a free eight-page booklet featuring award-winning ideas for funding, building, and promoting large-print collections.

Think Big with Large Print describes 20 winners and runners-up of G.K. Hall's Large Print Community Service Award for creative efforts to increase the awareness, availability, and use of large-print books. The ideas range from a "Large Print Awareness Week" proclamation in Joplin, Mo., to placing sample large-print titles in optometrists' waiting rooms in Richmond, Va.

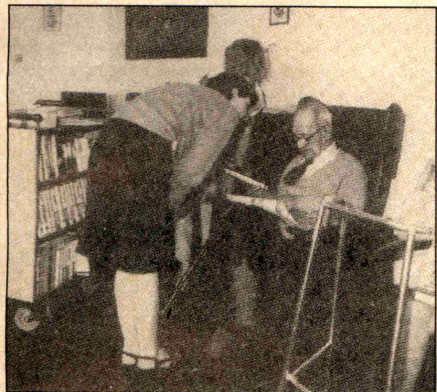
For a copy of the booklet write G.K. Hall, 70 Lincoln St., Boston, MA 02111 or phone 800-343-2806 (in Alaska, Hawaii, and Massachusetts 617-423-3990, ext. 470).

Services for immigrants. Nearly 900 organizations and agencies that provide individual assistance to immigrants, refugees, and undocumented aliens are described in the *Directory of Services for Refugees and Immigrants*.

Compiler Alan Edward Schorr includes voluntary and governmental agencies, legal services corporations, and ethnic, religious, and community organizations that offer social, economic, educational, cultural, and legal services. The services range from a sanctuary volunteer in a small California church to major groups such as Amnesty In-

ternational and the American Friends Service Committee.

Entries are arranged by state and list the address, phone number, hours, clientele, activities and programs, and other information. Six indexes provide access by organizational name, contact person, activities, clientele, recognition by the U.S. Board of Immigration Appeals, and religious affiliation. 375 p., paper, \$27.95 plus \$2 shipping from Denali Press, POB 1535, Juneau, AK 99802-1535 (0-93737-12-0, 87-70700).



Helping the housebound. Eight librarians and a social worker share their experience in providing service to those immobilized in their homes in *Library Services to Housebound People*, edited by Julie Ryder. The contributors discuss the history of such services; staffing and materials considerations; specific services such as community information, large-print books, and tapes and other nonprint materials; and services to the institutionalized and visually and mentally disabled persons. Published by Britain's Library Association, the 221-page handbook is \$28 from ALA Publishing Services, 50 E. Huron St., Chicago, IL 60611 (0-85365-667-3).

==special libraries==

Marketing guide. *Marketing the Modern Information Center* instructs corporate librarians in ways to market themselves and their resources. Subtitled "A Guide to Intrapreneurship for the Information Manager," the manual tells how to break down internal resistance and increase the library's prominence in the organization.

Based largely on the results of a survey of 500 corporate information users, the guide details the type of information most sought by executives and how librarians can better respond to their needs. It also includes in-depth interviews with six prominent information managers, chapters on marketing the information center's services and products, and a discussion of current issues and future trends.

Author Janet Schmidt says that her goal is "to eradicate any remaining preconceptions about the corporate library, and to provide a strategy by which the corporate librarian may

parlay his status into an important managerial position enabling him to better satisfy the increasingly complex demands of the company he serves." The manual (200 pages in a looseleaf binder) is \$95 from FIND/SVP, Dept. G6A, 625 Avenue of the Americas, New York, NY 10011 (0-931634-73-3).

"Electronic clipping collections" in newspaper libraries are the focus of *Automating the Newspaper Clipping Files: A Practical Guide*. Developed by members of the Newspaper Division of the Special Libraries Association, the manual discusses identifying needs, shopping for a system, negotiating a contract, the needs of the newsroom, data-processing considerations, effects on the library, and marketing the database in-house and to outside users. The 51-page paperback also includes a survey of available systems and a glossary. \$30 from the Special Libraries Association, 1700 18th St., N.W., Washington, DC 20009 (0-87111-328-7).

Church and synagogue reference. *Providing Reference Service in Church and Synagogue Libraries*, by Jennifer Pritchett, is designed to help congregational librarians assess their reference collections and educate patrons about their holdings and use. Special features include an extensive bibliography of recommended titles, with suggestions for their use; a list of suggested reference books for a small Jewish library; and a directory of publishers of religious reference works.

The 57-page paperback is \$6.95 plus 50¢ postage in the U.S., \$1 elsewhere (add \$1 if billed) from the Church and Synagogue Library Association, POB 19357, Portland, OR 97219.

==instruction==

Frameworks for BI. *Conceptual Frameworks for Bibliographic Instruction: Theory into Practice*, edited by Mary Reichel and Mary Ann Ramey, provides model lesson plans for bibliographic instruction sessions based on the structure of individual academic disciplines.

The contributors offer frameworks for introductions to library research, and for presentations covering the social sciences (education, marketing research, psychology, sociology, and women's studies), humanities (design, literature, and reference sources as sociocultural artifacts), sciences (chemistry, wildlife management, and the use of *MeSH*), and automated systems. 212 p., \$25 U.S., \$30 elsewhere from Libraries Unlimited, POB 263, Littleton, CO 80160 (0-87287-552-0).

Sci-tech strategies. *How to Find Information in Science and Technology*, by Jill Lambert and Peter A. Lambert, is aimed at practicing scientists and technologists (particularly those conducting research and development for the first time), although the publishers suggest that librarians use it to

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learn about these users' information needs.

The guide features chapters on how information is communicated, beginning a search, using abstracts and indexes, computerized searching, obtaining and organizing information, keeping up-to-date, and future developments in the field. The text is illustrated with reproductions from actual sources, as well as charts and drawings. The 100-page work, published by Britain's Clive Bingley Ltd., is \$19.50 from Shoe String Press, 925 Sherman Ave., Hamden, CT 06514 (0-85157-394-0).

Basic College Research is based on more than a decade of collaboration and experimentation by librarians and teaching faculty at the University of Wisconsin-Parkside, considered one of the model institutions for library instruction programs.

The goal of the handbook (designed for independent study or classroom use) is to pre-

pare students to conduct analytic, rather than merely descriptive, research projects and to develop an informed, critical view of any topic. Authors Patricia Berge and Carol Lee Saffioti offer 20 self-contained chapters covering such aspects of research as how to find materials, the library catalog, the research strategy, indexes, statistical sources, biographical sources, taking notes, and evaluating sources. The 155-page paperback also includes suggested assignments, samples of citation styles, and a sample research paper. \$24.95 from Neal-Schuman Publishers, 23 Leonard St., New York, NY 10013 (1-55570-018-7, 86-33287).

Media skills, Wisconsin-style. *The Wisconsin Library Media Skills Guide* offers an outline for a sequential learning process for grades K-12, based on acquaintance, instruction, and reinforcement. The new revised edi-

tion contains updated information on computer use and database searching, as well as covering such areas as orientation, organization and utilization of resources, selection of resources, and research and study skills.

The manual provides an overview in chart form of the levels of instruction for each skill at each grade level, and lists performance objectives for each level.

Developed for the Wisconsin Association of School Librarians (a division of the Wisconsin Library Association), the guide is suitable for nationwide use. 142 p., paper, \$13 (\$10 to WLA members) plus \$2 shipping (\$3 foreign) from the Wisconsin Library Association, 1922 University Ave., Madison, WI 53705.

Seven research methods that can be applied to any inquiry make up Thomas Mann's

QUICK BIZ: Recent books on business and economics topics

INTERNATIONAL MARKETING

"Should I expand my market overseas?" "Is my product going to sell better in Japan or England?" These are real questions in today's global marketplace. Libraries can answer them with several recent books on export marketing to help businesses decide whether to export, what products to market, and where to sell them.

Doing Business In... (Price Waterhouse Information Guide series). Available free on request from Price Waterhouse, 1251 Avenue of the Americas, New York, NY 10020. Irregular, 20 new or revised each year.

A series of booklets on each major commercial or manufacturing country. Half of each booklet is on taxation; the rest deals with other aspects of doing business.

Dress, William E. *Expanding Markets Internationally: A Dynamic And Practical Approach*. ISA Press, 1986. Paper, \$29.95 (0-87664-952-5) (Order from Instrument Society of America, 67 Alexander Dr., POB 12277, Research Triangle Park, NC 27709).

Dress offers advice on deciding what to export and how to gather information to make exporting decisions. The material is handled in a sketchy manner with action lists to guide the process, a style that may appeal to entrepreneurs.

Hall, Edward T. and Mildred Reed Hall. *Hidden Differences: Doing Business with the Japanese*. Anchor Press/Doubleday, 1987. \$16.95 (0-385-23883-5).

Offers a detailed view of the culture and communication style of the Japanese to help Americans develop successful business relations with them.

International Marketing Data and Statistics. \$180 (0-86338-132-4). *European Marketing Data and Statistics*. \$180 (0-86338-189-8). Euromonitor Publications, Ltd. Annual, 12th ed., 1987. Distributed in North America by Gale Research Co.

These companion volumes contain data on population, employment, production, trade, economy, standard of living, consumption, and market sizes for 26 European and 132 other countries. The statistics are more current than those in U.N. publications.

Nadel, Jack. *Cracking the Global Market*:

Item of the Month

McNeil, Barbara, ed. *Business Biography Master Index*. Gale Research, 1987. \$180 (0-8103-1499-1).

This source indexes the entries from 18 biographical sources, including new titles such as *Standard & Poor's Register of Corporations, Directors and Executives* (1987); older books such as *Who's Who in Advertising* (1980); and specialized works such as *Great Economists Since Keynes* (1985). The format is modeled after a similar work from Gale, *Business Firms Master Index*. Entries, arranged in one alphabetical sequence, include the subject's name, date of birth, and abbreviated titles of biographical sources.

Priscilla C. Geahigan,
column editor

How To Do Business Around the Corner and Around the World. AMACON, 1987. \$17.95 (0-8144-5911-0).

Nadel, an international trader, inspires businesses to investigate the export market. Using concrete examples and a readable style, he shows how to establish and improve one's international business.

Root, Franklin R. *Entry Strategies for International Markets*. Lexington Books, 1987. \$29 (0-669-13701-4); paper, \$14.95 (0-669-13702-2).

This clearly written, scholarly work—more detailed than Dress's—offers advice on determining what product to sell, where to market it, how to introduce it into another country, and how to gather data to make exporting decisions.

U.S. International Trade Administration, U.S. and Foreign Commercial Service. *A Basic Guide to Exporting*. GPO, 1986. \$8.50 (S/N 003-009-00487-0).

The newest edition of an outstanding, inexpensive guide on how to export. Covers what to do before, during, and after the sale. Includes glossary, government contacts, and extensive bibliography.

Weiss, Kenneth D. *Building an Import/Export Business*. Wiley, 1987. \$22.95 (0-471-84259-1); paper, \$12.95 (0-471-84261-3).

A description of how to start either type of business. Tells how to assess your potential for success and set up the business, with examples, sample forms, and sources for additional information.

Theodora T. Haynes,
Camden Library,
Rutgers University.

Guide to Library Research Methods. Mann's intention is "to give readers a sense of the principles and rules involved that are applicable to any situation, and not just an annotated bibliography of particular sources."

The techniques recommended by Mann are controlled vocabulary subject searches, systematic browsing, key word searches, citation searches, use of bibliographies, computer searches, and talking to knowledgeable people. Mann discusses the strengths and weaknesses of each, providing examples of actual searches—successful and unsuccessful—he has observed as a librarian at the Library of Congress and elsewhere. 199 p., \$16.95 from Oxford University Press, 200 Madison Ave., New York, NY 10016 (0-19-504943-8, 87-1565).

tioned what a valuable and comfortable place it was for young writers, both as a source of material and as a 'literary home.' It would have gratified him to know that future generations of writers will always have access to his papers here."



Richard Avedon's portrait of Truman Capote, taken in October 1960 in Garden City, Kans., is among 100 items currently on display at the New York Public Library.

collections

Rochester garners Gardner papers. The University of Rochester has acquired the complete papers of the late novelist John Gardner, containing manuscripts and drafts of most of his works (including *Grendel*, *Mickelsson's Ghosts*, and *On Moral Fiction*) as well as unpublished manuscripts.

Filling 50 large record storage boxes, the archive also contains original paintings by Gardner, ephemera relating to his teaching positions, and personal items including postcards, grant applications, and letters from lawyers, accountants, and the I.R.S.

"The Gardner archive must be considered our single most important body of literary papers," said Peter Dzwonkoski, head of the university's Department of Rare Books and Special Collections. "Together with the John A. Williams papers here, it gives us a special strength in 20th-century literature."

Capote collection on view at NYPL. Over 100 items selected from Truman Capote's personal literary archive are included in an exhibition of the writer's work at the New York Public Library through March 19.

The archive, presented to NYPL following Capote's death in 1984, consists of original manuscripts, typescripts, correspondence, and photographs, as well as such memorabilia as the author's adoption papers, his correspondence with the high school English teacher who was his mentor, and a series of Polaroid photographs of Capote taken by Andy Warhol.

The collection also contains extensive material on Capote's "nonfiction novel," *In Cold Blood*, including newspaper clippings of the clutter murders and the subsequent trial and execution, preparatory plot and character sketches, the handwritten manuscript, and the corrected galleys from the work's original publication in *The New Yorker*.

"Truman Capote had an abiding affection and esteem for the New York Public Library," said Alan U. Schwartz, the executor of Capote's estate. "On many occasions he men-

Building a Beat collection. The University of Southern California library recently acquired a collection of over 2,000 items related to the career of "Beat" poet and publisher Lawrence Ferlinghetti.

The material includes copies—many signed or in typescript—of all of Ferlinghetti's books. A large portion of the collection consists of the archives of City Lights Books, a publishing company founded by Ferlinghetti in 1952. Other notable items include unpublished photographic negatives, audio recordings of Ferlinghetti and other writers, and a typed and signed letter from Jack Kerouac to Neal Cassady discussing his plan to spend three years "on the road."

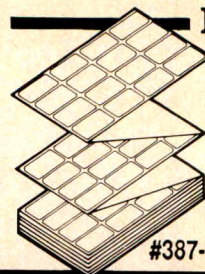
Loss Glazier, curator of USC's American Literature Collection, said the Ferlinghetti material, along with the library's Lawrence Lipton and Charles Bukowski archives, make up a comprehensive collection of 1950s and 1960s "Beat generation" literature.

The papers of singer Rudy Vallee, consisting of scripts, recordings, scrapbooks, and other memorabilia, have been purchased by the Thousand Oaks (Calif.) Library.

The collection, filling 535 boxes and numerous file cabinets and weighing in at 4 1/2 tons, includes over 1,200 radio and TV scripts from 1929-1969, as well as studio recordings of broadcasts and rehearsals; some 1,500 complete orchestral arrangements and 6,500 individual pieces of sheet music; 200 large scrapbooks; and numerous photographs, financial records, fan letters, and correspondence with celebrities and heads of state.

Calling the collection "unprecedented," Thousand Oaks Library Director Marvin E. Smith added that it "represents an in-depth historical view of a unique period in the history of American entertainment, and also provides an enticing glimpse into the life of one of the first major superstars by today's standards created in the world of broadcast entertainment."

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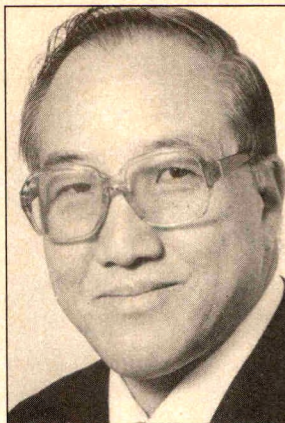
STAFF ORGANIZATION ROUND TABLE



Janet Clifton



Janice Brandon



Hwai-Wei Lee

Beth Agar now heads technical services for Wyoming State Library. □ At the Massachusetts Institute of Technology Libraries, Cambridge, **Jennifer Banks** has been appointed head of preservation and collections. □ **Patricia Hale Beard** has become manager of services for the blind and physically handicapped at Mississippi Library Commission. □ The California Association of Library Trustees and Commissioners recently commended **Fred Beck** for outstanding service to the Metropolitan Cooperative Library System Advisory Board in Altadena. Beck, who is president of the Glendora Library Board of Trustees, helped write, conduct, and analyze data from an ambitious study of the underserved in the MCLS area. □ Jan. 4 **Brenda Blackburn-Foster** became executive director of the Southern Indiana Area Library Services Authority, headquartered in Columbus. □ At Brooklyn (N.Y.) Public Library **Michael F. Bocamazo** is now chief of branch administration. □ **Janice Brandon** has become the first head of access services for Arizona State University's West Campus Library, Phoenix. □ **Thomas Bremer** now serves as head of reference at North Dakota State University Library, Fargo. □ Jan. 1 **Sally A. Buchanan** became assistant director for preservation services and cooperative planning at the University of Pittsburgh (Pa.) Libraries. □ After having served for four years as assistant vice president for library plans and policies for the University of California System, **Michael K. Buckland** has

rejoined the library school faculty of UC at Berkeley. □ **Carol Burroughs** has become the first head of information and research support services for Arizona State University's West Campus Library, Phoenix. □ **David E. Carpenter** is now bibliographer at Vanderbilt University's Central Library, Nashville, Tenn. □ **Jo Ann Carr** is the new president-elect of the Wisconsin Library Association. □ **Bertha Chandler**, former director of Sharon (Mass.) Public Library, has received a one-year extension of her Fulbright appointment as librarian for the American Memorial Room at Norwich (U.K.) Central Library. The special collection is dedicated to and supported by U.S. servicemen from the Second Air Division who were stationed in the area during WWII. □ The new librarian at the American Pharmaceutical Association Foundation Library, Washington, D.C., is **Margaret M. Christiansen**. □ **Janet M. Clifton** has joined the children's services staff of Harford County (Md.) Library. □ **Jean E. Crampon** is now head librarian of the Hancock Library of Biology and Oceanography at the University of Southern California, Los Angeles. □ **Charles Cummings**, assistant director of development at Newark (N.J.) Public Library, is now also city historian. □ Dec. 14 **Kathleen Evans Daly** became assistant director of Ann Arbor (Mich.) Public Library. □ **Elinor Davey** now heads the catalog department at Western Carolina University's Hunter Library, Cullowhee, N.C. □ **Ora**

Bechtler Dickens has been appointed assistant director of the Department for the Blind and Physically Handicapped at South Carolina State Library. □ **Stuart Forth**, 1979-80 president of the Pennsylvania Library Association, has announced plans to retire in September as dean of Pennsylvania State University Libraries, University Park. □ **Margo Gutierrez** recently became Mexican American studies librarian for the Benson Latin American Collection at the University of Texas at Austin. □ **Yvonne K. Hilliard-Bradley** is now extension services manager for Norfolk (Va.) Public Library. □ **Ada Howard** has become director of libraries at Seguin-Guadalupe County (Tex.) Public Library. □ **Donald Hunt** plans to resign this summer from the directorship of the University of Tennessee's Hoskins Library, Knoxville. After stepping down, Hunt intends to complete research projects and help with the university library endowment campaign. □ **Melvin S. Isaacson** now directs the New York City Civic Center Campus Library of Pace University. □ At Alpha Park (Ill.) District Library **Susan M. Jackson** has become library director. □ The new assistant director of technical services at Los Angeles (Calif.) Public Library is **JoAnna Johnson**. □ The new president-elect of the Mountain Plains Library Association is **Jerry Kaup**, Minot (N.D.) Public Library director. □ **Marcie Stevenson Kingsley** now serves as head, Technical Services Division, at George Mason University's School of Law Library, Arlington, Va. □ **Heike Kordish**, former assistant university librarian for planning and financial services at Columbia University Libraries, New York, N.Y., is now deputy director of NYPL's Research Libraries. □ **Jerry Krois**, library development officer at Wyoming State Library, is the new president-elect of the Wyoming Library Association. □ **Margaret A. Leary** has become president-elect of the American Association of Law Libraries. □ The Ohio Library Association recently voted **Hwai-Wei Lee** as its 1987 Librarian of the Year. Lee, who is director of libraries for Ohio University, Athens, received an Outstanding Administrator Award from the university's Administrative Senate in 1982. □ **Amy Loucks-DiMatteo** is now microcomputer coordinator for SUNY/Buffalo Libraries. □ **Charles E. Miller**, director of Florida State University's

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Strozier Library, Tallahassee, is now also president-elect of the Association of Research Libraries. □ **Dana Morrow** has been appointed head of outreach services for the Metropolitan Library System, Oklahoma City, Okla. □ **Declan C. Murphy** recently became special projects officer at LC's Office of the Librarian. An advisor to the Librarian of Congress, Murphy last served as deputy director of the Kennan Institute of Advanced Russian Studies, Washington, D.C. □ **Marilyn Myers** has become the first head of collection development and bibliographic services for Arizona State University's West Campus Library, Phoenix. □ The new head of public services for Merrimack College's McQuade Library, North Andover, Mass., is **Elizabeth H. O'Brien**. □ **Gary Peete** now heads the Government Documents Department for UC at Berkeley Library. □ At Venice (Fla.) Area Public Library **Nancy Pike** has become head librarian. □ **Nancy Powell** is now coordinator of business and personnel at Oak Lawn (Ill.) Public Library. □ **Boris Raymond**, associate professor at Dalhousie University library school, Halifax, N.S., is conducting a two-year study on the impact of computer-based communications technologies on librarianship. The Social Sciences and Humanities Research Council of Canada is funding the \$18,000 project. □ **Betsy Ristorph** has been named director of Aiken-Bamberg-Barnwell-Edgefield Regional Library, Aiken, S.C. □ **Frank Roberts** is now reader services librarian for the Bedsole Library of Mobile (Ala.) College. □ **John H. Roberts** recently became head of the Music Library at UC at Berkeley. □ The new chair of OCLC's Board of Trustees is **Lawrence G. Roberts**, a pioneer in packet-switching technology for data communications and founder of Telenet. □ **Edwin J. Saeger** is now rare book librarian and art of the book librarian at Phoenix (Ariz.) Public Library. □ At the National Historic Publications and Records Commission **Nancy Sahli** has become director of the Records Grant Program. □ **Pam Sandlian** is the new Central Children's Library manager for Denver (Colo.) Public Library. □ **Sophia Sayigh** has joined the Cambridge (Mass.) Public Library staff as assistant to the head of circulation. □ **Roberta B. Schwartz** has joined the McQuade Library staff of Merrimack College, North Andover, Mass., as head of technical services. □ The Pennsylvania Citizens for Better Libraries recently gave its Library Citizen of the Year Award to **Elliot L. Shelkrot**, president and director of the Free Library of Philadelphia. The award, honoring his achievements as Pennsylvania state librarian from 1980 to 1987, cites the doubling of state aid to libraries, the automation of the state library's catalog, and a statewide library card program. □ **Linda Silver**, deputy director of Cuyahoga County (Ohio) Public Library, has become president of Ohio Women Librarians. □ The new acquisitions librarian at the University of Alabama, Tuscaloosa, is **Charles A. Skewis**. □ **George Smith**, deputy director of the Alaska State Library, has been voted president-elect of the Pacific Northwest Library Association. □ At Alabama Public Library Service, **James L. Smith** is now library consultant. □ **Karen Snure** has been appointed

reference librarian/database coordinator in the University of the Pacific Libraries' Information Services Department, Stockton, Calif. □ **Richard W. Stephenson** has become LC's first specialist in American cartographic history in its Geography and Map Division. □ **Craig A. Wilson** is now assistant director of libraries for collection development at Oregon State University's William Jasper Kerr Library, Corvallis. □ **Daniel Zack** has become director of the Gail Borden Public Library District, Elgin, Ill. □

Deaths

Howard W. Cordell, founding director of libraries at Florida International University, Miami, died Oct. 21. □ **Jerre Hetherington**, former

executive secretary of the Texas Library Association, died Dec. 18. □ **Oliver Kirkpatrick**, library union activist and former supervising librarian at Brooklyn (N.Y.) Public Library, died Dec. 11. □ **Gladys E. Love**, 98, who retired in 1958 as head of the General Reference Department at Rochester (N.Y.) Public Library, died Oct. 6. Love was one of the library's original staffers, beginning service as an assistant in the Cataloging Department in 1914. □ **Henry J. McCormick**, 68, first assistant director for administrative services at Onondaga County (N.Y.) Public Library, died recently. □ **Jeanette Swickard Mitchell**, librarian at the Iolani School, Honolulu, Hawaii, and 1971-75 chair of ALA's Reference and Subscription Books Review Committee, died recently. □

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phase, have an allergy, or be coming down with a cold, care givers may feel less at fault.

What role modeling we can do on the job can go a long way, too. Remember that when problems with children arise, many care givers become guilty, helpless, and are likely to lash out at their charges.

I don't know how many spankings we have stopped at Eugene PL with a home-made distraction. At every public service area, we keep a box of small laminated pictures made by volunteers from unusual designs found on gift wrapping paper. The shiny laminate not only provides an intriguing texture to distract youngsters, but makes a safe chewable toy for toddlers. When we hear a child cry—or even better, detect an impending storm—one of us intervenes with a picture for the child and a big smile reinforced by a sympathetic word for the parent. (Nearby children receive pictures too; we don't want to reward crying.) That quick action usually halts the child in midscream and helps relax the parent's frown.

Librarians also aid high-risk parents when they recommend children's books that depict the unpleasant realities of life, such as divorce or unemployment, and a child's resultant anger and loneliness. When parents share these books with their youngsters, they not only learn to understand their children's feelings, but may come for the first time to accept similar ones they themselves may harbor.

What we look for determines what we see. As librarians, we must know what the child behavior theories are and make them available to the public. If we do our jobs right, our young patrons will not show up on the abuse lists—though we will get no medals for our role. □

Notes

1. Gill, David G. *Child Abuse Environments* (New York: AMS Press, 1979).
2. *Delinquent Youth and Learning Disabilities*. Nancy P. Ramos, ed. (San Rafael, Calif.: Academic Therapy Publications, 1977).
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editor's endnotes

We ♥ end users

FEBRUARY IS VALENTINE'S month, the month we try to love everything. We love our jobs, and we love our patrons—even though they've become wised-up consumers who are now called "end users." End users are harder to love, because they demand all the latest services immediately and have a tolerance threshold of zero. The electronic age has made them so; it's not their fault.

At last month's Midwinter gathering of the American Library Association, "end user" echoed through the San Antonio Convention Center from meeting rooms to exhibit halls. In the former, chairpersons uttered the term with reverence and trepidation; in the exhibits, "end user" was the new Name of the Game, as suppliers offered an array of products and services that will translate into a barrage of new end-user demands.*

For example, every other exhibitor seemed to have a fat new CD-ROM database for the delectation of end users, who can now call up two or three million new citations to present to their librarians with the simple request: "Please provide text."

For librarians who hesitate, it's goodbye library intermediary and hello document-delivery service, as a variety of full-text options become available through user terminals.

One of the latest supplier offerings is an online database of patents and trademarks with transmittable graphics. Described elsewhere in this issue, the database can deliver trademarks as pictorial as Warner Brothers' Bugs Bunny to the end-user's screen. Before long, tiny tots will be sitting at that screen, demanding to download Donald Duck, if not the qwazy wab-

bit himself. Love those little end users, and do what they ask.

For sheer magnitude of end-user implications, Midwinter's most startling new product was a PC console from Datapoint with a full-motion, full-color, video/voice/data communications system. Translation: A computer station with a video telephone attachment. In the video mode, the PC monitor serves as a color television screen for watching the remote user; and to one side of the screen is a big lens opening—watching *you*. Libraries networking with this equipment (some already do in California) can display materials, monitor library areas, hook into other visual media, and do about anything else the librarian—or end user—can imagine.

Although the limits of certain end-user imaginations give one pause—even the chills—early user demands on the library videophone should be innocent enough. One scenario comes to mind:

REMOTE END USER: Do you have the red book?

LIBRARIAN: We have many red books. Do you have a title?

R.E.U.: No, you know—it's kind of medium-sized and has a shiny red cover and a lot of print. Show me some red books on the screen.

LIBRARIAN: Okay... This one?

R.E.U.: Nope. Show me more.

LIBRARIAN (*hours later*): Is it... is it... *this* one?

R.E.U.: Nope. Hey—where are you going? Come back here! I can see you, you know...

LIBRARIAN: I'm back, and here's something red.

R.E.U.: That's not my book; it's a card.

LIBRARIAN: Read it.

R.E.U.: "Happy... Valentine's." Awww...

—A.P.

* Specific product descriptions will appear in forthcoming issues.

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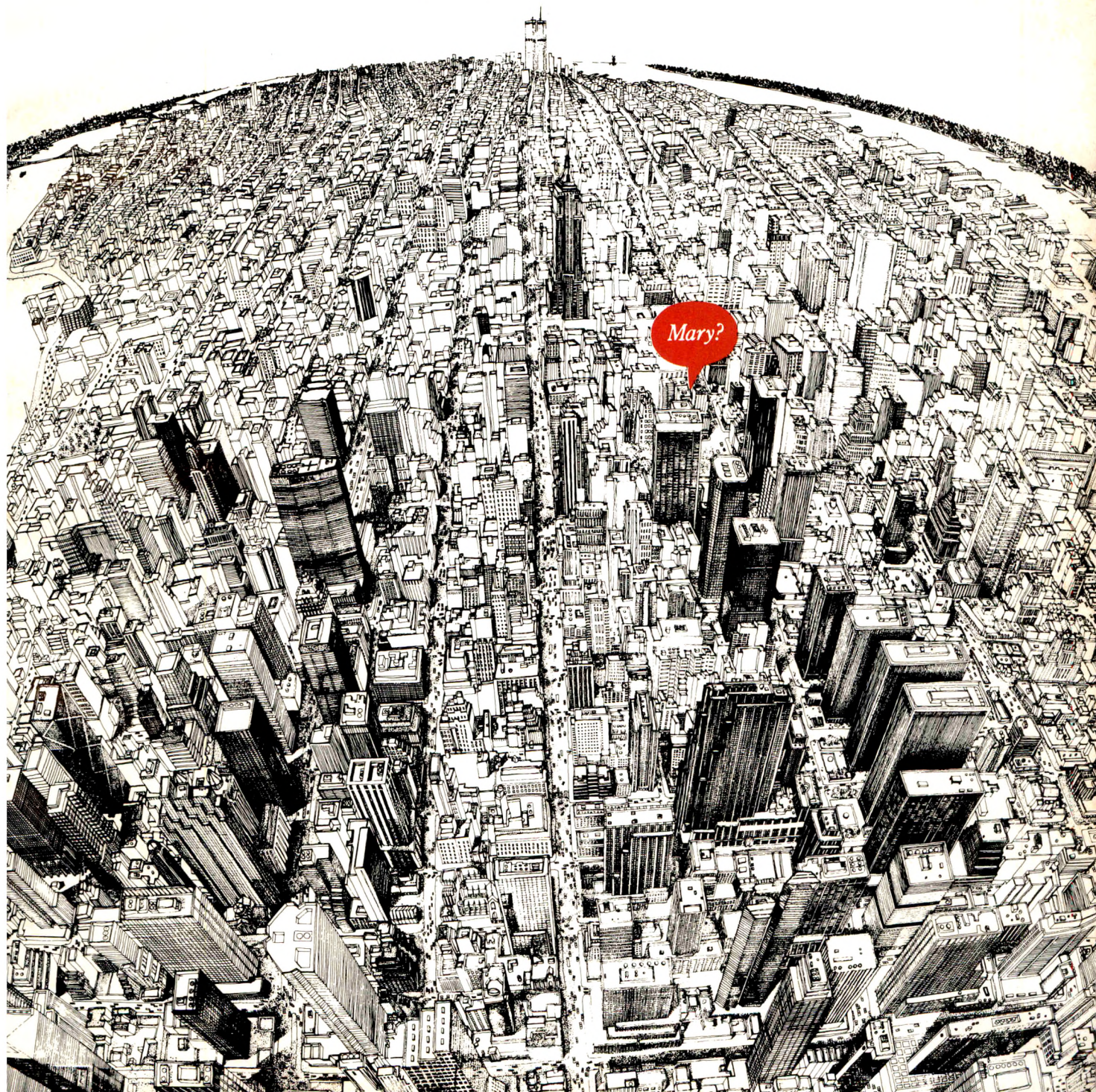
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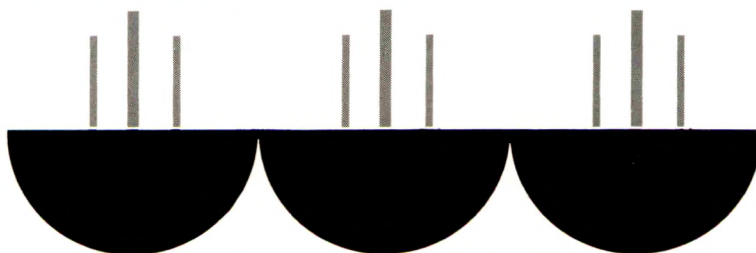


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"In sum, the Association continues to believe that wholesale contracting out of library operations in the federal agencies is based on fundamentally flawed understanding of the functions performed by libraries everywhere," the letter concluded,



Exemplifying King's "unequaled courage"

Rosa Louise Parks, an inspirational leader in the civil rights movement, accepts one of the first annual Martin Luther King, Jr., Leadership Awards from Hardy R. Franklin, District of Columbia Public Library director. The awards, administered by the library, were presented Jan. 17 at the system's main M.L. King, Jr., facility. The Washington Male Chorus and famed King library mural are visible in the background.

Five bronze circular medallions honored individuals in the District who showed "courage and dedication to quality education and learning opportunities for all Americans." More than

500 guests attended the gala.

Parks, 74, gained national celebrity in 1955, when she refused to give up her seat on a city bus as required by ordinances then on the books in Montgomery, Ala.

Among others receiving awards were Attorney Wiley Branton, Sr., noted for his representation of nine black students who integrated Alabama's Little Rock Central High School.

Franklin said of Parks: "She did what needed to be done years ago and we are still reaping the benefits." Anheuser-Busch Companies, Inc., was one of the chief sponsors.

noting that ALA Council passed a resolution at the San Antonio Midwinter Meeting opposing contracting-out of federal libraries.

FBI discusses "awareness program" at closed meeting of NCLIS

At a closed meeting of the National Commission on Libraries and Information Science (NCLIS) in San Antonio following ALA's Midwinter Meeting, a representative from the FBI discussed the bureau's controversial "Library Awareness Program."

Commission Chair Jerald C. Newman told *AL* that NCLIS requested the session to find out what the FBI was doing and what they hoped to accomplish with the program, in which agents asked librarians to report library use by persons "hostile to the U.S." (*AL*, Nov., p. 812). Thomas E. DuHadway, deputy assistant director of the bureau's intelligence division, made a presentation and answered questions from

the commissioners during the two-hour session, which was closed to non-commissioners at the FBI's request.

Newman declined to discuss the content or tone of the meeting, which he said was arranged by NCLIS "to get an understanding of what they were trying to accomplish and to make sure the rights of libraries were not being violated" and to determine whether the FBI was "trying to achieve a balance" between the two.

Oberlin College to move PL to former supermarket

For six months, a committee including Oberlin College Library Director William A. Moffett, Oberlin Public Library Trustee Peter Crowell, and community representatives searched in vain for a new site for the Oberlin Public Library (*AL*, April, p. 239). The college needed the rooms that the public library occupies rent-free in the 1908 Carnegie Building on campus, and the PL needed more space.

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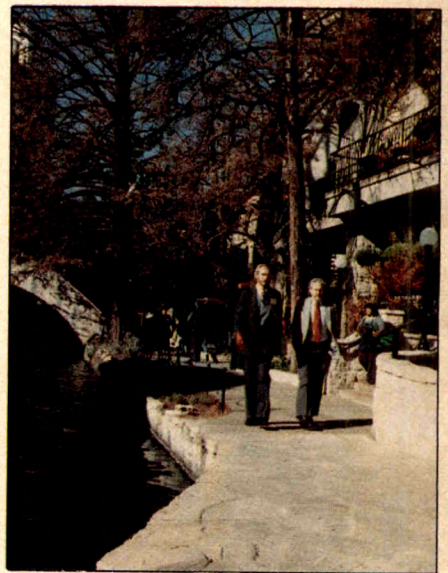
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"In sum, the Association continues to believe that wholesale contracting out of library operations in the federal agencies is based on fundamentally flawed understanding of the functions performed by libraries everywhere," the letter concluded,



Exemplifying King's "unequaled courage"

Rosa Louise Parks, an inspirational leader in the civil rights movement, accepts one of the first annual Martin Luther King, Jr., Leadership Awards from Hardy R. Franklin, District of Columbia Public Library director. The awards, administered by the library, were presented Jan. 17 at the system's main M.L. King, Jr., facility. The Washington Male Chorus and famed King library mural are visible in the background.

Five bronze circular medallions honored individuals in the District who showed "courage and dedication to quality education and learning opportunities for all Americans." More than

500 guests attended the gala.

Parks, 74, gained national celebrity in 1955, when she refused to give up her seat on a city bus as required by ordinances then on the books in Montgomery, Ala.

Among others receiving awards were Attorney Wiley Branton, Sr., noted for his representation of nine black students who integrated Alabama's Little Rock Central High School.

Franklin said of Parks: "She did what needed to be done years ago and we are still reaping the benefits." Anheuser-Busch Companies, Inc., was one of the chief sponsors.

noting that ALA Council passed a resolution at the San Antonio Midwinter Meeting opposing contracting-out of federal libraries.

FBI discusses "awareness program" at closed meeting of NCLIS

At a closed meeting of the National Commission on Libraries and Information Science (NCLIS) in San Antonio following ALA's Midwinter Meeting, a representative from the FBI discussed the bureau's controversial "Library Awareness Program."

Commission Chair Jerald C. Newman told *AL* that NCLIS requested the session to find out what the FBI was doing and what they hoped to accomplish with the program, in which agents asked librarians to report library use by persons "hostile to the U.S." (*AL*, Nov., p. 812). Thomas E. DuHadway, deputy assistant director of the bureau's intelligence division, made a presentation and answered questions from

the commissioners during the two-hour session, which was closed to non-commissioners at the FBI's request.

Newman declined to discuss the content or tone of the meeting, which he said was arranged by NCLIS "to get an understanding of what they were trying to accomplish and to make sure the rights of libraries were not being violated" and to determine whether the FBI was "trying to achieve a balance" between the two.

Oberlin College to move PL to former supermarket

For six months, a committee including Oberlin College Library Director William A. Moffett, Oberlin Public Library Trustee Peter Crowell, and community representatives searched in vain for a new site for the Oberlin Public Library (*AL*, April, p. 239). The college needed the rooms that the public library occupies rent-free in the 1908 Carnegie Building on campus, and the PL needed more space.

Finally a local supermarket in the center of town announced its closing and the committee considered the one-story building. The public library board approved the Main St. site in September.

In January, Oberlin President S. Frederick Starr announced the college had purchased the \$750,000 Fisher Food Building for the Oberlin Public Library, noting it is the college's largest single gift to the community. The college will also pay for the move, estimated at \$50,000, and absorb for several years the PL's costs of participating in the Oberlin College computerized circulation and catalog system.

"We feel that the gift... is an occasion for celebration in the Oberlin community," Starr said. Librarian Moffett said the move will allow the public library to improve its basic services, promote more general use, and transform itself into a genuine information and activity center.

"We're happy about the decision," PL board member Crowell told *AL*. "The Fisher Building gives us three times the space we have now and offers good parking. Now we're trying to figure out how to fund the remodeling, estimated at some \$500,000. Oberlin voters recently turned down a school bond issue, so we are looking at state grants and foundations."

Oberlin Public Library Director Rose Wolf looks forward to moving by the target date of April 30, 1988. The relocated library will include the Ohio Room of local history and children's literature collection for educators. The supermarket's electronic doors will be retained for the convenience of Oberlin's senior citizens, Wolf said.

—L.R.P.

Librarian helps uncover "hat rack's" famed creator

A gray, slightly nicked bust of George Washington that often doubled as a hat rack at the Chicopee (Mass.) Public Library recently gained new life. A reference librarian helped to verify the sculpture as an original working model by one of America's foremost sculptors.

The bust has been identified as an 1844 work of Hiram Powers (1805–73), noted for statues and busts of prominent figures.

Reference librarian Annette Dulude told *AL* the discovery prompted an Associated Press story and coverage in several newspapers, including the Dec. 17 *New York Times*.

Bronze sculptor Melzar Mosman gave the bust to the library for its opening in 1913. At the time the sculpture was thought to be the work of Horatio Greenough,



Reference librarian Annette Dulude posing with friend at Chicopee, Mass., Public Library.

known for his colossal seated Washington at the Smithsonian. Since then, it has spent its life in the library's Periodicals Room. Dulude explained: "Gentlemen would come in to read—and what better place to park your hat than on the bust's nice head!" She said it had been used as a hat rack for all of her 17 years there.

Donna Hassler, a research associate at the Metropolitan Museum of Art in New York, began corresponding with Dulude when she heard the library had a bust reputed to be the work of Greenough.

Dulude sent photographs taken from every possible angle to Hassler, who consulted with an expert at Christie's Fine Art Auctioneers in New York. Richard Wunder, the expert, happened to be writing a monograph about Hiram Powers for the University of Delaware Press. Not only did Wunder reveal that the bust was an original Powers working model, but noted that Christie's had recently sold another Powers piece for \$240,000.

He blamed the misidentification on the proximity of the Greenough and Powers studios in Florence, Italy, when Powers's

Washington bust was completed.

Library director Michael Baron will transport the Powers sculpture to Williamstown Art Conservation Laboratory to get a cost estimate for cleaning, restoring, and appraising it sometime this month. The library will apply for a grant to cover the cost of revivification and a suitable glass display case.

P.S. The hat rack is not for sale.

Anchorage library head replaced by mayor's political booster; layoffs threatened

Headlines about secret meetings and staff ousters at Anchorage (Alaska) Municipal Libraries have recently filled the pages of the *Anchorage Daily News*, as library supporters fight proposed staff and service cuts.

Sparks began to fly Jan. 7, when the city's just-inaugurated mayor, Tom Fink, announced his decision to fire Keith Revelle as of Jan. 22. Although Revelle, an ALA member, had served as library direc-

tor for more than a decade, Fink acted on the recommendation of the Library Advisory Board.

Named acting director was Faye Alexiev, a mayoral election campaign researcher with neither professional library experience nor a library card prior to her appointment.

Anchorage reporters quoted Alexiev as saying that her undergraduate urban planning studies qualified her to fill in as library head, since the library is "not just books, it's space utilization." Alexiev owns Research Productions Associates, a consultancy specializing in research and feasibility studies.

Since Anchorage department heads serve at the pleasure of the mayor, the Anchorage Library Advisory Board had waited until after last November's mayoral election to unanimously recommend Revelle's dismissal. The board's letter, written in what may have been an illegal closed-door session, claimed that it had found Revelle's performance inadequate for the past five years. The board specifically faulted his managerial and public relations finesse.

When *AL* reached Revelle, he declined to comment on his association with the board, pending "future action" he is contemplating.

The Alaska Library Association and vocal librarians protested the Alexiev appointment, but the Anchorage Assembly confirmed her acting status Jan. 19 anyway. Only one week later, they voted to reconsider their decision.

Daffodils over libraries

Four days after taking charge, the controversial appointee unveiled a plan for cutting the library personnel budget by \$283,000. The heart of the plan: Dismiss the entire Samson-Diamond Branch staff, and thus close the system's third-largest and third-busiest site.

Spurred by angry calls from constituents, municipal assembly members rejected the acting director's proposal and voted to reexamine her appointment.

At the stormy Jan. 26 meeting, one assembly member angrily asked why Samson-Diamond had to close for lack of funds when the mayor's office had retained \$600,000 in the Parks and Recreation budget for daffodil bulbs.

As it turned out, Alexiev's instructions to cut personnel had come straight from the mayor's office. Fink had ordered city-wide cuts after experiencing delays in union talks about wage concessions—which would apply to library workers.

In an attempt to rescind all staff cuts, a coalition of municipal unions has since



AT \$75 A PLATE, 400 guests attended Tulsa City-County Library's Distinguished Author Award Dinner Dec. 4, featuring John Updike. Above, TCCL director Pat Woodrum (left) poses with the author and Tulsa Library Trust development officer Cathy Audley. The formal affair was followed the next morning by a public presentation attended by 500. The annual prize, a medallion and \$5,000, is funded by the Tulsa Library Trust and given in recognition of a distinguished body of work in literature and letters. Past recipients are Norman Cousins and Larry McMurtry.

filed suit against the city. Until the suit is resolved, Alexiev's alternate cost-cutting plan is on hold. That plan calls for dismissing eight people, including the four librarians who run the system's four smallest branches.

No novices needed

Feb. 9, even as the newly formed Coalition to Save Our Libraries passed out daffodils nearby, the Anchorage Assembly finally reconfirmed Alexiev's status as acting director. Her appointment is effective through Sept. 13, by which time a national search for a permanent director should be completed.

At *AL* press time, the library board was debating what qualifications to require of job candidates. In their deliberations they may consider a Feb. 4 statement from the Alaska Library Association's Anchorage Chapter on Alexiev's reconfirmation: "We can hardly afford to cut library services in Anchorage while a novice learns the business."

—Beverly Goldberg

Preservation: Hot funding area gets cool million from celebs

In the cellar of the New York Public Library (NYPL) on Fifth Avenue and 42nd Street Feb. 11, the new state-of-the-art Goldsmith-Perry Preservation Laboratory was dedicated in honor of author Barbara Goldsmith and her husband, filmmaker Frank Perry. Their \$1 million gift to build and equip the laboratory was said to be the largest contribution to conservation ever made by individuals.

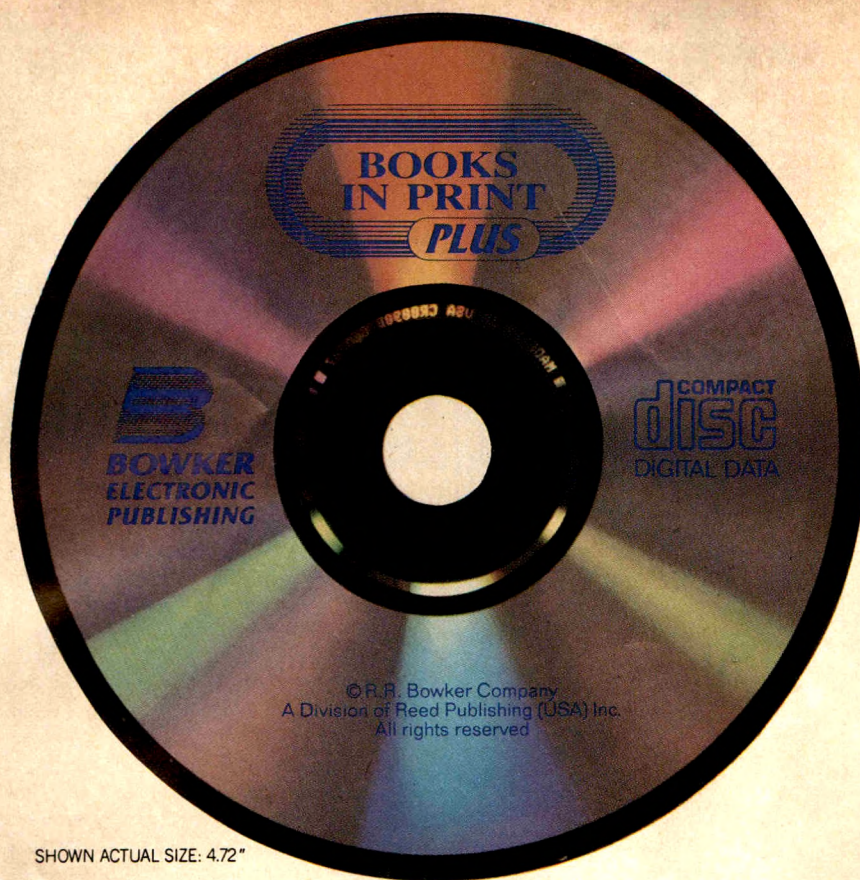
Replacing a 1930s facility, the lab will preserve books, newspapers, and maps on microfilm at the rate of two million frames a year. NYPL is coordinating its efforts with other research libraries to save millions of works disintegrating due to the high acid content of mass-produced paper.

Goldsmith first became aware of the problem when she spent months in the library's newspaper archive researching material on Gloria Vanderbilt for her best-selling *Little Gloria... Happy at Last*. "It pained me to see that important newspaper clippings were virtually turning to dust under my fingertips, and I knew this material could never be found again, anywhere," she said.

NEH awards, too

To preserve scholarly resources in books, newspapers, and photographs, the National Endowment for the Humanities (NEH) announced Jan. 29 it will award more than \$3.2 million in new grants for 14 projects in 11 states. "The projects will help preserve a vital part of the nation's cultural legacy," NEH Chair Lynne V. Cheney said. "The materials to be saved are crucial for current and future scholarship in the humanities."

In the two largest single grants, Yale University is offered up to \$1 million for the preservation of its European History Collection and the University of California/Berkeley, \$998,411 to preserve its European literature and language materials. The smallest grant, \$1,700, goes to Chicago's Field Museum to preserve its photo collection.



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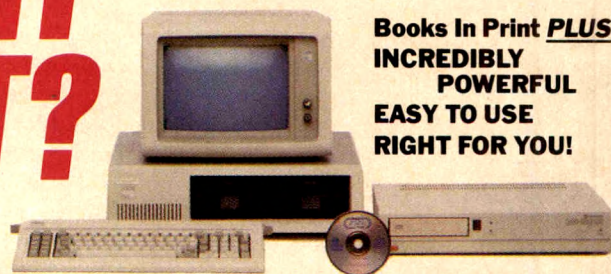
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LIVE FROM SEATTLE—ETHNIC PUPPETS.

"To serve Seattle's Asian and black communities and to provide program enrichment..." This goal is partly funded at the Seattle Public Library by grants from Robert Bunn, a long-time patron. The funds have enabled the library to build portable puppet stages in 25 locations, hire professional puppeteers and puppet makers, and put on shows to ethnic audiences.

SPL children's staff adapted several stories into puppet scripts; among them was "How Anansi Brought the Stories Down," performed in a stylized African-mask art form for the black puppet program performed in February. Professional puppeteer/puppet maker Debbie Hammond created wooden rod puppets with hinged joints for this performance.

Dorothy English, children's services coordinator, said a series of eight puppet programs for the Asian community will be shown to elementary schools this spring. Japan, China, Laos, Vietnam, and Thailand will be represented. Pictured are children's librarians Val Frye (left) and Ann Dalton, rehearsing in February at the Broadview branch.

AASL, AECT celebrate new school media guidelines

Thirteen years after publication of their last joint guidelines for school library media programs, the American Association of School Librarians (AASL) and Association for Educational Communications and Technology (AECT) have completed their new *Information Power: Guidelines for School Library Media Programs*, which supersedes all previous national guidelines in the field.

On Jan. 9 at ALA's Midwinter Meeting in San Antonio, members of both groups and other guests whooped it up in a gala cocktail hour sponsored by the Society for Visual Education. It was a brief but glorious moment of respite between years of preparing the guidelines and the long but exciting tasks of implementation ahead.

The four-person writing team for *Information Power*, led by James Liesener of the

University of Maryland library school, built the new document on previous guidelines and standards (1920, 1925, 1960, 1969, and 1975) and new changes in education and information access. Earlier guidelines established the importance of all media materials and of the teaching role and curriculum activity of media specialists. The new guidelines emphasize a planning philosophy, stressing that the specific and unique needs of the school curriculum will determine the type and level of program offered. Planning will be done in partnership with teachers and administrators, but the building-level media specialist must initiate the planning process and exercise leadership. The goal: physical access to materials and intellectual access to their content, to prepare students for success in the next century.

Although the guidelines offer quantitative data for recent "high-services" programs, quantitative recommendations are

given only when supported by professional research and consensus, such as in the areas of personnel and facilities.

Having received AASL and AECT board approval in January, *Information Power* is set for publication in April (\$12.95 from the ALA Order Dept.). On April 12 an ambitious AASL/AECT national teleconference will present an afternoon of discussion on the guidelines (see *AL*, Feb., p. 142; for further information: Dan Barron, 803-777-4825 or 777-3858).

Other implementation activities include a video on the guidelines—the seventh in an Encyclopaedia Britannica Educational Companies school renewal series—to be previewed at the ALA Annual Conference in New Orleans.

An *Information Power* bulletin (*IP Newsletter*) produced by Mell Busbin, PO Box 411, Boone, NC 28607, offers details on upcoming activities. (See also photo coverage this issue's Midwinter Report, p. 176.)

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Former hoop star opposed as deputy state librarian

by Paul McCarthy

JOHN PENEBACKER WAS ONE OF the "Fabulous Five," the best University of Hawaii basketball team to ever don the rainbow green. He earned a BA in political science, served 14 years with the Hawaii Government Employees Association union, and eight years on the elected Board of Education. On Jan. 21, he was appointed deputy state librarian at a salary of \$61,560 per year. Many librarians were quick to cry foul: They think that State Librarian Bart Kane, who made the appointment, and the Board of Education, which approved it, dropped the ball.

Librarians argue that, as a board member, Penebacker had the home court advantage even if he didn't vote on his own appointment. Moreover, since the board has the authority to hire and fire the state librarian, Kane was actually interviewing his own boss when he interviewed Penebacker. A change in the job qualifications—which originally specified an MLS and five years of library experience—substituted equivalent work experience and clouded Penebacker's cause.

"Above the pool"

As quoted in the *Honolulu Advertiser*, Kane said the first job announcement was an "inadvertent error" that had been corrected to reflect state policy allowing for substitutions. He had interviewed 26 of the 55 applicants, Kane told the media. "It was a very strong pool of applicants, many qualified persons, but head and shoulders above the pool was John Penebacker."

But critics talked of political payoffs and ethics violations. Board of Education Chair William Waters stated that Penebacker's appointment had been reviewed by the State Ethics Commission. Its executive director, however, indicated the commission did no such thing. Waters suggested that he learned of the commission actions from Kane and Penebacker.

Waters also said he "was in consultation with the attorney general's office all the way along the line and the questions I asked indicated it [the appointment] was not illegal." Things have now taken such a sour turn that Penebacker feels he must withhold comment until the situation is resolved, and Kane has not returned this writer's phone calls.

Paul McCarthy, a Honolulu journalist with an interest in libraries, was assigned to write this story for *American Libraries*.

Defensive actions

Hawaii librarians have played good defense. Although the appointment enabled the board to score first, letters of protest soon appeared in the local papers. Librarians packed the next Board of Education meeting, where they not only hissed and booed the board but testified against the appointment.

Paula Szilard, president of the Special Libraries Association's Hawaii chapter, said that the appointment "has damaged the integrity of the state library system and will have a long-range negative impact" on the profession. She also questioned the appointment under Statute 84 of the State Ethics Code, arguing conflict of interest "because Penebacker was a member of the board which approved his appointment." Rex Fransden, Hawaii Library Association president, objected on similar grounds.

Hawaii University library school Dean Miles Jackson threw up what the librarians considered an air ball by supporting the appointment. He argued that the deputy librarian's job was a position for a lobbyist, not a librarian. Jackson said Penebacker's "executive competency and [his] proven ability to relate to a variety of constituencies in and out of government" meant that he was the right man for the job. Recently asked for a comment, however, Jackson said, "I think that the procedure [for selecting Penebacker] was illegal," but by *American Libraries* press time he had not made this change of heart a matter of public record in Honolulu.

The only board member to oppose the appointment was Margaret Apo, who does not think that Penebacker is qualified and also claims a violation of ethics. Although Kane and chair Waters contend that the job qualifications were changed by the State Department of Personnel on procedural grounds, she argues it was all political. "The union [Penebacker's former employer] does not support candidates without something in return," she said.

So the momentum has shifted since the board's last meeting when Waters, despite vociferous protests, said the appointment "would stand." An *Advertiser* editorial called for the rescinding of the appointment, while letters to the editor continued to pour in. The Women's Caucus of the State Legislature wrote to Kane inquiring about the selection procedure, and Senator Donna Ikeda has introduced a bill to insure that any future deputy state librarians have an MLS. Also Senators Richard Matsuura

and Bert Kobayashi have added their voices to those clamoring for the board to reconsider.

Even though Penebacker was a starter in his playing days, feeling is growing that he may get benched by the board for a more qualified substitute. Then, says Szilard, "librarians will get the respect that they are due."



MICKEY KICKED OFF A FIRST-CARD DRIVE

in Orange, Calif., by receiving a giant honorary version from the public library and city officials. Answering the ALA/NCLIS challenge to put a card in the hand of every school-age child, the library contacted Disneyland and asked for help in launching the campaign. Pictured with Mickey—who makes few public appearances outside "The Magic Kingdom"—are city councilors Joanne Coontz and Gene Beyer.

In less than two months, more than 2,500 children have received library cards, and the library's circulation figures have increased proportionately. Orange PL librarians are continuing the drive by visiting local schools.

Library Director Karen Leo encouraged all participants to keep up the good work.

Library advocates go for big \$ from state houses

From the Canadian border to Staten Island, New York State librarians, trustees, and other library advocates plan to make their annual attack on Albany March 8. "Whether it be by airplane, train, bus,

auto, bicycle, or dog sled, we must impress upon our legislators our need for state funding for libraries," the *Long Island Library Resources Council Newsletter* told its readers in February.

The New York State Board of Regents has proposed that the legislature increase library aid to \$96.1 million in 1988-89. In addition, the regents have requested \$10 million in new funds for a coordinated community-elementary school library program.

Last July the Assembly rejected an Omnibus Library Bill that would have increased the 1988-89 state aid price tag by \$22.7 million. This year the regents are asking for a \$25.9 million increase following a September legislative conference at which the New York Library Association (NYLA) and seven other groups testified to the need for more aid for all types of libraries. NYLA wants a \$36 million increase.

The coordinated community-elementary school aid program would provide \$4.9 million to make full- or part-time librarians available to work with teachers and students, and \$5 million to public libraries for services to school and preschool children and their parents.

The New York Library Association has introduced its own library bill, but is working with the regents and others "to obtain passage of the best bill possible in 1988 at the highest funding level."

Connecticut requests \$12 million

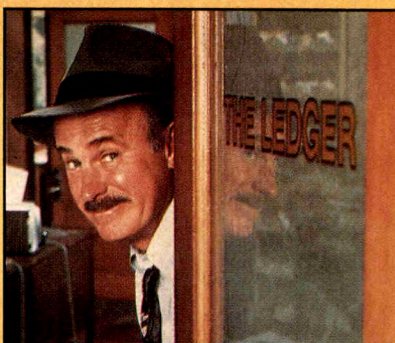
The Connecticut Library Association (CLA) has launched a campaign in the General Assembly for more than \$12 million in library funding. The record request comes in a difficult economic year for the state, which may be facing a \$300 million deficit, according to CLA.

The association backs the Connecticut State Library budget, which asks \$4 million for public library construction, \$3.5 for automation, an added \$510,000 for its resource-sharing Cooperating Library Service units, and funding for two new positions—a preservation and conservation officer and a rural libraries field consultant.

CLA also advocates \$4.47 million in increased funding for Connecticut academic libraries to increase their competitiveness with other states. In addition, the association supports a law granting the immunity from liability now enjoyed by municipal employees to non-municipal librarians who serve the public.

Connecticut Gov. William O'Neill's Feb. 3 budget supported CLA requests for automation, PL construction, and academic

IMAGE: How they're seeing us



Dabney Coleman as "Slap Maxwell."

SEVERAL MIDWINTER CONFERENCE-goers and two readers told us that ABC-TV's Jan. 6 "'Slap' Maxwell Story" contained a stereotype of librarians. The show is produced by Jay Tarses and Bob Rush of North Hollywood, Calif.

In the episode, as reported, crusty sports writer Slap Maxwell is talking with his editor and equally crusty pal. The editor says: "I thought my son would make a really great osteopath." Slap says, "Yeah, what does he want to be?"

After a pause, the editor replies, "A librarian." Another pause, and Slap says: "That doesn't necessarily mean he's gay."

As Slap is leaving the room after a few more lines, he says, "He may still be a macho guy even if he's a librarian... and I'm giving that to you *straight*, if you know what I mean."

Some viewers found this typical "Slap" wit amusing. Others, such as Kevin Park of

Forth Worth, Tex., found it repugnant enough to write the producers, ABC Entertainment, and the president of ABC-TV's local channel in Fort Worth. Thanks to Christina McCawley, serials and acquisitions librarian at West Chester (Pa.) University, for the dialogue.

FEBRUARY'S *GOOD HOUSEKEEPING* shared the results of a recent poll on the kinds of good services readers receive. Among those on the honor roll were libraries. The item appeared in "Speaker for the House," p. 12.

WHAT-NEXT DEPARTMENT. THOUGH Bernadette Brown, librarian at the National Library of Australia, offered no citation for her source, a clipping advertising a new "Librarian Barbie" deserves mention. The copy reads, in part: "Barbie now has a whole new wardrobe. She comes complete with a twinset and pair of glasses that look like milk-bottle bottoms.... Besides Barbie's new wardrobe, you can buy her a whole collection of other librarian accessories—mini encyclopedias, poster-laminating machines, weird little chairs on rollers, and even a tiny microfiche filing system. You'll have hours of fun trying to work out who wrote the dirty words in the Judy Blume books!"

Bernadette Brown sent the clip to Susan Cohen of Free Public Library, Berkeley Heights, N.J., and Susan sent it to us

—E.McC.

libraries, but not the increased aid for Cooperating Library Service and new state library positions.

The state Legislative Day will attract library advocates to Hartford March 23, "but we're not waiting for that," CLA spokesperson Elizabeth Bohlen told *AL*.

news in brief

177 libraries get CD-ROMs. A total of 177 public and academic libraries are now receiving microcomputers, CD-ROM players, and BiblioFile systems in an LSCA-funded Missouri State Library program encouraging library automation.

Mary Ann Mercante, who is coordinating the distribution of the equipment for the Missouri Library Network Corp., told *AL* that 112 public libraries are installing Epson Equity 1+ microcomputers and Hitachi CD-ROM readers. Ninety-three of the PLs are also receiving the BiblioFile Catalog Production Systems produced by

the Library Corporation. Sixty-five academic libraries are receiving the Hitachi CD-ROM readers only. The purchases were funded by LSCA Title I and III. Five of the academic libraries chose to purchase the BiblioFile systems as well. The BiblioFile system will be used to create records for a statewide CD-ROM database.

The state library and the University of Missouri/Columbia library school are introducing library staff members to the fundamentals of microcomputers and the BiblioFile system at 10 regional training sessions being conducted from January through March. The training coordinators are Paul Foster of the Missouri Library Network Corp., Bill Davis of the Missouri State Library, and Frederick J. Raithel of the University of Missouri/Columbia.

"Reasonable" copyright balance achieved. In its second five-year review of library photocopying under the 1976 Copyright Act, the Library of Congress Copyright Office reported to Congress Jan. 4

that a "reasonable balance" exists between the rights of creators and the needs of users (*AL*, May, p. 318 and 321).

As recommended by ALA and eight other organizations representing librarians, publishers, and authors, the Copyright Office recommended that Congress allow it to "study the effects of the new technology" on the balance. Some quarters fear that the expansion of document delivery services, consortia, and optical disk projects could upset the applecart. If the new technology issues are not to be addressed, the Copyright Office recommended the review be made only once every 10 years.

New ARL director. Duane E. Webster, di-

rector of the Office of Management Studies at the Association of Research Libraries (ARL), was appointed executive director of the association effective Feb. 3. Webster, 46, earned his MLS at the University of Michigan and has directed the ARL Management Studies Office since 1970. He succeeds Shirley T. Echelman, who resigned Nov. 1.

Kelly's *New Car Price Manual* returns.

The Kelly Blue Book Co. is again selling its popular *New Car Price Manual* to libraries, Santa Clara County (Calif.) Librarian Susan F. Fuller reported to the ALA Intellectual Freedom Committee in January. Two years ago, when the Irvine, Calif., firm cut

off library sales to protect auto dealers' interests, librarians were outraged (*AL*, Nov. 1986, p. 746-747).

Fuller, then South Bay Cooperative Library System chair, recalls writing a complaint to a new car dealers association and sending copies to the media. Later she heard the state attorney general's office was investigating consumer access.

Recently South Bay libraries received ads for the Kelly manual and promptly ordered the 1988 edition. The firm confirmed it is now available to libraries. "It's nice to know that protests count," Fuller told *AL*. *New Car Price Manual* is \$74 from Kelly Blue Book Subscription Dept., POB 19691, Irvine, CA 92713. □

QUICK BIBS: New and recent books on a timely topic

by Bill Ott

BLACK LIZARDS

The *roman noir*, or black novel, has its roots in the pulp paperbacks of the 1950s and earlier. It is crime fiction, to be sure, but it's more than mystery; its subject is usually despair, and its protagonists are almost always the victims of their own obsessions. Such masters of the genre as Jim Thompson and David Goodis wrote prose as raw as an open wound; their tortured characters find in the squalor of the mean streets a mirror image of the filth they perceive in their own minds.

Published mainly during a decade known for its optimism, this bus-station literature exposed with unflinching honesty a depraved subterranean world lurking beneath the era's white-picket-fence morality.

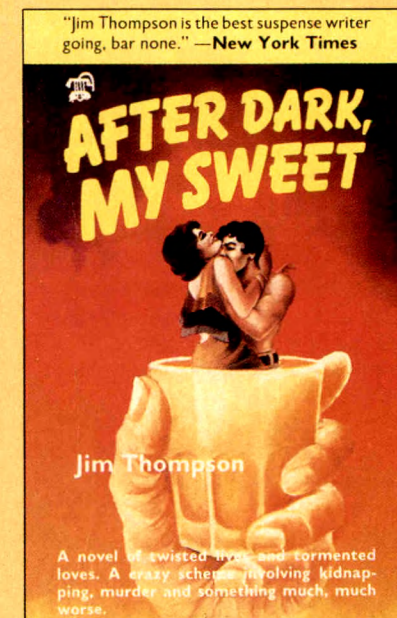
The best of these distinctively American novels are once again in print, thanks largely to Creative Arts Book Company, whose Black Lizard series is dedicated to reissuing crime fiction by the pulp masters. The titles listed below are representative of the more than 40 Black Lizards currently available. All are published in paper and feature marvelously garish covers evoking the spectacular cover art of decades past.

Cain, Paul. *Fast One*. 1987 [orig. published 1932]. Black Lizard, \$3.95 (0-88739-078-1).

Paul Cain is the Harper Lee of the pulps. He wrote only one novel, but its influence on several generations of hard-boiled writers has been immense. It's not hard to see why. The pared-down prose in this tale of a cynical gangster's attempt to take over the L.A. rackets slaps the readers upside the head with all the force of a Jack Dempsey haymaker.

Goodis, David. *Street of No Return*. 1987 [orig. published 1954]. Black Lizard, \$3.95 (0-88739-031-5).

The nightmare world portrayed by David Goodis is every bit as bleak, though perhaps



Pulp king Jim Thompson is at his twisted best in this tale of a doomed psychotic.

not quite as demented, as that of Jim Thompson. Here the scenario involves an ex-pop singer on the skids who, while searching for a bottle, finds himself reliving the past he drinks to forget.

Knight, Eric. *You Play the Black and the Red Comes Up*. 1986 [orig. published 1938]. Black Lizard, \$3.95 (0-88739-006-4).

This compelling *roman noir* has never received the respect it deserves, probably because Eric Knight also wrote *Lassie, Come Home*, not a title to have on your hard-boiled résumé. Despite the author's lack of an appropriately pulpy pedigree, the novel, which traces the sorry life of a drifter who comes to California looking for the Promised Land and finds something different, holds up just fine.

Nisbet, Jim. *The Damned Don't Die*. 1986 [orig. published 1981]. Black Lizard, \$3.95 (0-88739-004-8).

Nisbet is a contemporary writer working in the pulp tradition, and if his prose seems more the product of craftsmanship and less of a truly tortured imagination, we really shouldn't hold it against him. This tale of a private eye who attempts to solve a murder involving kinky sex and sadomasochism has the feel of Roman Polanski's *Chinatown*: the more you try to do, the worse it gets.

Thompson, Jim. *After Dark, My Sweet*. 1986 [orig. published 1955]. Black Lizard, \$3.95 (0-88739-005-6).

In many ways the quintessential Thompson novel, this deliciously grimy saga charts an unmistakable descent into a maelstrom of evil. The hero, if the term is even applicable, is one Kid Collins, a borderline psychotic who escapes from an asylum and wanders the Midwest, calmly waiting for the worst to happen. It doesn't take long.

Thompson, Jim. *A Swell-Looking Babe*. 1987 [orig. published 1954]. Black Lizard, \$3.95 (0-916870-96-0).

When Dusty Rhodes is warned in the first paragraph of this novel that "bellboys who attempt intimacies with lady guests invariably land in serious trouble," we know exactly what's going to happen. Still, that's not to say the book is without its own kind of tension. Reading Thompson is like witnessing an execution: the waiting is the worst part.

Whittington, Harry. *The Devil Wears Wings*. 1987 [orig. published 1960]. Black Lizard, \$3.95 (0-88739-036-6).

Like Thompson and Goodis, Harry Whittington turned out a steady stream of dark, brooding paperbacks in the fifties and sixties. This tale of a World War II fly-boy run amuck is one of the best. Reduced to teaching flying at a backwater Florida airport, Buzz hopes to start over with the profits from a bizarre bank robbery-by-air caper. Think again, Buzz; this is pulp fiction, not Hollywood, and those aren't angels wearing the wings. □

Bill Ott, who writes this column freelance for American Libraries, is a books-for-adults editor of ALA's Booklist.

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American Libraries encourages signed comment on recent content in our pages or on matters of general interest to the library profession. Letters beyond 250 words will not be accepted or will be edited to fit space.

Applauds ALA's focus on racism

IT WAS ENCOURAGING TO READ that ALA is focusing on racism through the Feminist Task Force of the Social Responsibilities Round Table, who sponsored a Mid-winter preconference (Dec., p. 949), and through E.J. Josey and others who are developing a 1988 Conference program. It is hoped that state and local organizations will follow this lead.

Librarians tend to shy away from discussions of racism, due to our reluctance to acknowledge that there are some librarians who have prejudices. Although discussions may make us uncomfortable, it is good to identify the types of racist behaviors which might negatively influence the quality of service we provide to our patrons, or the manner in which we interact with co-workers who are of a race different than our own.

The more dialogue we have about racism, the more effectively we will be able to explore ways to address racism within our profession. Through the sharing of our perceptions, we acquire a greater sensitivity to others, and can strive to develop libraries which are supportive of minority employees and patrons.

National statistics indicate that small numbers of minorities are choosing the library profession. We should assertively seek to en-

courage minorities to consider library careers. If our profession is committed to providing services to all people, regardless of race, then we must insure that our staffs include minorities. We need minority input within library structures, during the planning and development stages, so that we create services which will attract and meet the needs of all races.

KRIZA A. JENNINGS,
National Afro-American Museum and
Cultural Center, Wilberforce, Ohio

Memos on the memex

I ENJOYED READING JAMES RICE'S article describing the progress toward the creation of Vannevar Bush's memex (Jan. p 14-17). However, as Mark Twain said, "the reports of my death are greatly exaggerated." So, too, is the announcement of the birth or conception of the memex. Although Rice describes the progress in achieving many of the features of the memex, he seems to have ignored the lack of progress towards the memex's main attribute: "associative indexing . . . whereby any item may be caused at will to select immediately and automatically another. This is the essential feature of the memex. . . It is more than this, for any item can be joined into numerous trails. . ." ("As We May Think." *The Atlantic Monthly*, vol. 176, no. 1, July 1945, p. 107).

Database management systems have made vast contributions to the organization of information. However, the dynamic re-indexing and real-time free association of material that humans do naturally and that Bush envi-

sioned for the memex is still far from reality in a machine. The creation of such trails is not just a quantitative leap from the present but will require a change in programming methods and computer design. I hope that the current research into neural or bio-chips, artificial intelligence, and non-Von Neumann system designs may yet signal the conception of the memex's essential feature. Until then, I will continue to employ the technological advances without expecting miracles too soon.

MYKE GLUCK, ALA member,
East Carolina University library
Greenville, N.C.

I HAD SOME PROBLEMS WITH JIM Rice's article, "The Dream of the Memex." Why tell the world that the memex is just around the corner and all we need are a few 'new' packages like SciMate or AskSam to log us in and manage our data? Why not tell us, in general terms, how to log in to an OPAC (online public access catalog) with a terminal program, capture the displayed data, save it as a text file, and use our word processors to clean up and arrange our data.

And if the OPAC does not do "good" displays of info for capture, why not suggest that the providers of the OPAC have a responsibility to the public to seriously think about the user interface and not expect third parties to tidy up their work and charge us a little more money in the bargain?

Also, the only piece of software that comes close to Bush's memex is never mentioned by Rice: HyperCard. Bush's vision involved not just textual/bibliographic information but also graphics, animation, film, and/or sound. HyperCard does it, SciMate doesn't.

THOM GILLESPIE,
Albany, Calif.

JAMES RICE'S ARTICLE QUOTES Vannevar Bush as saying, "There is no glamor about libraries. . ." Vannevar Bush is wrong.

What can be more glamorous than having most of the world's knowledge at your fingertips? Surely there is glamor and drama when an underdog uses information obtained from his local library to successfully challenge a towering bureaucracy. Entire industries have been started and technologies perceived as the result of library research. Marriages are saved and suicides averted by reading library books. Spectacular!!! Dramatic!!!

The problem is not a lack of glamor. *Nothing* is more glamorous and dramatic. The problem is that no one has searched for the glamor, much less communicated it to the waiting public or to librarians themselves.

Our profession has a self-image problem. I challenge ALA to make it a top priority to discover the hidden grandeur of libraries and

Learning librarians' lingo

LIBRARIANSHIP, LIKE MANY OTHER professions, is a world filled with specialized terminology. As a novice in this world, I find the terms quite intriguing. If I were to brief a beginner (someone even greener than I) on the code language we sometimes use, I might have to explain not what things are, but rather what they are not.

Welcome to the library, where a *pub.* is no longer a tavern, and the *stacks* are not just piles of hay. The *fiche* don't swim, and the *serial* won't crunch in milk; no, not in the library.

Don't expect a good bedside manner from a *govt. doc.*, and good circulation has nothing to do with a healthy heart.

No, the card catalog is not what you would thumb through to order your Christmas gifts, and don't ever be tricked by a *dup(e)* because it may be a c. 2. Staying *on-line* doesn't require extraordinarily good balance in the library.

A *shelf list* is neither a shelf nor a list, and a *microform* is neither a plant nor an animal.

Mothers, don't look on the *bib. shelf* for something to keep your baby neat at mealtime.

Physicians, don't increase your malpractice insurance when you hear someone cry *SuDoc*.

A *series* is not a bunch of baseball games played in October, and never has a train been found on *Infotrac*; or maybe it has—I'm not sure.

And always remember, whenever someone shouts *Oh, see Elsie*, they aren't referring to the old milk cow in the pasture.

Well, now we know what all these things are not. As for knowing what they really are, I'm still learning.

MONICA MUSICK CORBETT,
University of Alabama libraries,
Tuscaloosa

to help librarians perceive it. I challenge *American Libraries* to form a regular column in which librarians are encouraged to write articles about the *glory* of the profession. When librarians *really* perceive the grandeur of their profession, the general public will see it, too, and will be dazzled by the glamor.

RONALD W. KRIESEL, ALA member,
Mid-America Bible College,
Oklahoma City, Okla.

Cataloging not so mature after all

THE SUBTITLE OF WILLIAM Studwell's article on "The 1990s: Decade of Subject Access" (Dec., p. 958-960) refers to "the maturation of modern cataloging." I ea-

gerly looked forward to reading this article, anticipating that I would find discussion of the vastly increased possibility for economical subject analysis of books made possible by computers. Alas, nary a word on this topic, which I feel is the single most vital need in the "maturation of modern cataloging."

When will our library leaders recognize the paradox and correct the glaring inconsistency between our scanty subject analysis of books and our often far more detailed analysis of journals and reports? Paradox—books are in many ways the more important and widely used format.

ROBERT T. JORDAN, ALA member,
Academic Collective Bargaining Information
Service, University of the District of
Columbia, Washington, D.C.

Winfrey's a winner

WHAT A DELIGHT TO KNOW THAT Oprah Winfrey reads, and she does make a delightful poster woman (Nov., cover and p. 811). Her book, too, was well chosen [*Their Eyes Were Watching God*, by Zora Neale Hurston]. We immediately decided to order it, but then discovered that we already had it, and that it was originally written in 1937 and has been reprinted at least twice. I read it over the holidays and found it a thought-provoking, well-written book worthy of the cover of *American Libraries*. Congratulations on your new poster!

SISTER MARY ELSIE MILLER, ALA member,
Marywood College Dept. of Librarianship,
Scranton, Pa. □

Demanding director drives a hard bargain

The following letters respond to the question posed by the ALA Ethics Committee (Jan., p. 20) to stimulate thought on professional ethics: Is it ethical for a library director to demand a children's librarian to drive a group of staff members to a state conference, with no additional compensation and no opportunity to attend most of the children's services programming?

IT IS UNETHICAL FOR THE DIRECTOR to require/expect the children's librarian (or any other specific staff member) to drive the group to the conference.

The children's librarian can politely ask for a memo stating that she is required to drive, since she will be responsible for the safety of the group and should any mishap occur she and the others would be covered by workers' compensation and/or library insurance.

She might also request a written statement as to whether or not mileage will be paid, since this will be useful for her tax records.

Finally, the librarian might ask that she be allowed to attend the conference on the days with programming related to her service area, which would provide better library coverage while the others are away, and that each attendee be responsible for his/her own travel arrangements.

JEANNE GELINAS, ALA member,
Hennepin County Library, Mound, Minn.

THE DIRECTOR MAY VIEW THE librarian as a technical employee who performs assigned tasks in exchange for earnings. If so, the director is responsible for covering expenses and should not expect the employee to provide free transportation. However, the director is not responsible for the librarian's professional development and is not compelled to allow the librarian to attend extra sessions.

Alternatively, the director may view the librarian as a professional, someone who is in-

terested in self-development and willing to co-invest by assuming some expenses or inconveniences. The director is committed to providing as many resources as possible (time off, registration fees) but may not be able to cover all expenses. The librarian can expect to bear some costs and take some unpaid leave to attend additional sessions.

For the librarian, the important question is which philosophy the director holds and whether the librarian can flourish under that philosophy.

ARTHUR W. HAFNER, ALA member,
American Medical Association,
Chicago, Ill.

ETHICS DOESN'T SEEM TO BE THE TOTAL issue. The director appears to be giving the proverbial lip service to continuing education without real commitment or concern for what is best for the staff.

If the director really cared about the staff and the conference, she'd see to it that those staff persons who were sent would get the most out of the programming. Moreover, if she were a good supervisor (leader), she would have approached the situation with more sensitivity, discussing the merits of the conference with the staff.

If the children's librarian doesn't want to drive, she/he should say so. In fact, if there's no library compensation forthcoming, driving arrangements are both personal and private. It should not be a concern of the director.

SANDRA ARDEN, ALA member,
Troy (Mich.) Public Library

THE DIRECTOR WHO ORDERS THE children's librarian to drive other staff members to the conference is using her managerial power unethically, because this order requires the subordinate to use her private resources (automobile, gasoline, and personal liability) to fulfill a goal of the director.

This demand unfairly puts the children's li-

brarian in a moral dilemma: if she refuses, she will be insubordinate; if she agrees, she will not only be incurring possible liability, but will be sacrificing her own personal professional needs and setting a precedent for the misapplication of volunteerism.

The children's librarian should explore the issue with the director, clarifying the assumption of liability, indicating her personal professional needs and protecting herself and her colleagues from incurring such obligations in the future.

The director needs a new insight into her managerial style which is highly autocratic and not effective in today's world.

ELIZABETH MCDAVID, ALA member,
Pinole, Calif.

THE SITUATION RAISES QUESTIONS about the nature of the work that librarians do. Librarians can be said to have a calling: the work that librarians do is based on a commitment apart from remuneration. The pursuit of vocation is important. They are engaged in a profession where there is a concern for development involving greater autonomy and control over work.

The director seems to regard the children's librarian as less than a professional and more as a staff member, who can simply be assigned tasks to perform with no regard for professional autonomy or professional development. Also, there is no concern that the children's librarian will miss the portions of the meeting that are relevant to his or her special interests. Attending a professional conference is regarded as "time off" instead of an opportunity to develop and grow.

The children's librarian should communicate to the director the nature of his or her professional interests and ambitions.

MARK SHELTON,
American Medical Association,
Chicago, Ill.

Career information centers and computerized ILL

Q. What academic libraries include a career-planning service? How is it organized, kept current, and staffed? *Suzanne Spurrier, Circulation and Technical Services Librarian, Harding University, Station A, Searcy, AR 72143.*

A. The Kresge Business Library Career Resources Center at the University of Michigan School of Business Administration was designed primarily for business school students but is open to the entire campus and public. We maintain comprehensive files on the 500 companies that recruit at the school and career notebooks offering information on the current outlook, opportunities, salaries, and company rankings. We also hold files on 75 U.S. cities and a videotape collection on companies and job search techniques. Mock interviews may be taped and critiqued by the Placement Office. A reference librarian searches the literature and coordinates with Placement Office activities, and the circulation head manages student staffing and processing. *Jane M. Lucas, Associate Librarian, Kresge Business Administration Library, University of Michigan, Ann Arbor, MI 48109-1234.*

A. The DePaul University Library, College of Commerce, and Career Planning and Placement Center set up and funded the Career Information Center in our Loop Campus Library last fall, and the three departments continue exchanging ideas and information. Located adjacent to the reference desk, the center includes a computer workstation for Compact Disclosure on CD-ROM and another for Discover, a computerized career guidance program accessed by dialing into the university's VAX mainframe. Books are charged out for reference use only. Film and audiocassettes are on reserve in the Circulation Department, where the players are located. One part-time librarian acts as coordinator, but all reference staff members assist students in using the center. *Charlene Abel, Career Information Center, Lewis Center Library, DePaul University, 25 E. Jackson Blvd., Chicago, IL 60604-2287.*

A. Concordia University's Guidance Information Centre, a career and educational planning library, is a division of the Concordia Guidance Service. Two professional librarians order publications and a part-time library technician and a full time clerk typist help keep the collection weeded and current. At our branch center we employ a full time technician who doubles as a receptionist for the counsellors working in the guidance office. *Marlis Hubbard, Guidance Information Centre, Concordia University, 1445 de Maisonneuve Blvd. W., Montreal, PQ, H3G 1M8, Canada.*

A. Our Career Information Center was established at Andrews University James White Library about 5 years ago. A browsing collection near the reference desk, the center includes about 800 books, pamphlets, and SIGI Plus, the Educational Testing Service System of Interactive Guidance and Information, and the Michigan Occupational Information Service. A blue plastic Career Info Center overlay identifies the books in the public catalogs and main shelf list. The pamphlet file is arranged by subject headings taken from the *Dictionary of Occupational Titles*. Most materials circulate for one day to preserve the "browsability" of the collection.

The associate reference librarian maintains the collection in about one hour per week. An assistant spends another hour on technical details, and reference staff assist patrons. The center

Over to you

- 1.** What program can computerize our government documents shelflist? We have an Apple IIE and IBM PC. (S.C.) Has anyone done a study of libraries with similar sociological status and budgets to see if computerization pays off in increased use or lower costs? (N.J.)
- 2.** Who has a good bibliography of conservative books that libraries should consider purchasing? (Tex.) Who has a New Age booklist? (N.J.)
- 3.** What academic library has developed a specific, practical allocation, formula, or percentage of the total acquisitions budget which should be expended annually for a reference collection? (Wisc.) What academic library has recently experienced a switch from a quarter to semester system? How did it affect library services and personnel? (Mont.)

Please send replies to Action Exchange.

was established with input from the library, the campus Counseling and Testing Center, Placement Office, and School of Education. *Harvey Brenneise, Head Reference Librarian, James White Library, Andrews University, Berrien Springs, MI 49104.*

Q. Have any libraries developed an interlibrary loan system for storing and retrieving requests by using dBase II Plus software? *Ved Arora, Head of Bibliographic Services, Saskatchewan Provincial Library, 1352 Winnipeg St., Regina, Canada S4P 3V7 (AL, Nov., p. 282).*

A. Our Health Sciences Library at East Carolina University School of Medicine began its interlibrary loan system on dBase II with a core program designed for us by Elizabeth A. Evans, who wrote "Microcomputers—An Interlibrary Loan Application" in the January 1984 issue of *Special Libraries*, p. 17-27.

We now use dBase III for our enhanced ILL program. Among other functions, it stores data for an individual request, prints an ALA form, requests formats for electronic mail, includes an address file and a file of journals requested so titles may be monitored for copyright compliance and collection development, writes pre-notes and overdue notices, calculates monthly statistics, and keeps track of invoiced items. The system is moderately user friendly and has been largely developed in-house.

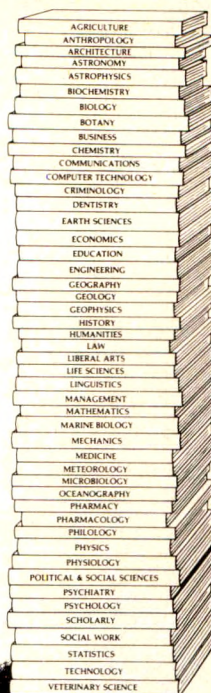
We have also developed a module for compiling statistics on requests we receive from other libraries. The module calculates monthly and quarterly statistics printed and compiled according to National Library of Medicine Region II standard and produces invoices for the requests we fill. *Susan C. Speer, Systems Librarian, Health Sciences Library, East Carolina University School of Medicine, Greenville, NC 27858-4354.*

Added A's to Previous Q's

• For librarians seeking closed-captioned videotapes (AL, Nov, p. 830), the Gallaudet University Library maintains a computerized list of all known publicly available tapes with closed captions. Currently, the list totals about 1,000 items, chiefly motion pictures but including a number of educational and how-to videos. We will be happy to send a current printout to anyone sending a self-addressed, stamped no. 10 or larger envelope to: Closed-Captioned Video List, Gallaudet University Library, 800 Florida Ave., N.E., Washington, DC 20002. We ask anyone knowing of closed-captioned titles not on our list to inform us. *Thomas R. Harrington, Media Librarian, Gallaudet University Library.*

• Beginning with the 1988 tax season, the Tucson Public Library ceased distributing all tax forms (AL, Dec., p. 905). To spread the word, we sent a press release to the news media, posted signs in the main library and branches, and began inserting a bookmark in all transactions in December. The publicity tells patrons that the library no longer stocks, distributes, or keeps for photocopying any state or federal tax forms, and directs them to call the Internal Revenue Service at 800-424-1040 or the Arizona Department of Revenue or visit their local offices. We've heard no complaints. *Suzanne Jameson, Public Information Officer, Tucson Public Library, POB 27470, Tucson, AZ 85726-7470.*

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A walk on the bright side

*Bright numbers, prospects, outshine gloomy issues
as ALA moves from Midwinter to the busy year ahead*

FOLLOWING UP LAST MONTH'S highlights of the ALA Midwinter Meeting Jan. 9-14 in San Antonio (Feb., p. 93), this report summarizes actions of the Council and Executive Board, including major reports to council, and offers a sampling of

comments by candidates for ALA office at the first Executive Board Candidates Forum. Additional stories report on information-access issues, federal legislative activity, and other items of enduring importance for 1988 and beyond. Report-

ing are *American Libraries'* staffers Lois Pearson, Gordon Flagg, and Art Plotnik, who also grabbed a number of photos to "bring" the meeting to those unable to attend.

As noted last month, bright numbers made up for generally cloudy skies as record attendance of 6,550 and a "spectacular" financial year warmed ALA hearts. Executive Director Thomas Galvin and President Margaret Chisholm reported on high-priority program activities fueled by good revenues, and ALA Washington Office Director Eileen Cooke summed up the latest legislative session as a reasonably good one for libraries—considering the economic environment—with appropriations for the new Higher Education Title II-D program constituting a real victory.

The candidates' forums augured well for ALA's future. It appeared to this writer that any of the two presidential and three treasurer candidates had the "right stuff" for the jobs; for voters, it will be a tough choice, but inevitably a good one. The candidates themselves bore the seemingly endless forums with grace and humor. Rebecca Bingham cracked, "I feel I've been walking around this conference hand-in-hand with Pat Berger [her opponent for president]"; Berger revealed a useful skill for high ALA office when she described her present work: "My job is to make the unintelligible intelligible."

In its actions, Council addressed some of the larger themes in library services, passing resolutions to encourage access to government information in any format, and to discourage library discrimination against AIDS victims and people with physical or mental impairments. But much of its activity was tidying up ongoing business.

In all, it was an upbeat Midwinter, as participants marched along San Antonio's River Walk in search of a patch of sun and a good meeting, and about 90 of the fittest huffed their way through the first Midwinter Fun Run early Sunday morning.

Special reports on recruitment activity at Midwinter and on two preconferences follow this account.

—A.P.



Remember the Alamo? It marked the 1983 Midwinter in San Antonio and graced our Feb. '83 cover. Among the 1988 ALA Mo visitors was L.A. County Librarian Linda Crismond.

Five candidates compete at ALA election forums

What are the most significant issues you expect to face if elected? All five candidates were asked that question Jan. 11 at the first of the new general pre-election forums sponsored by the ALA Executive Board.

"Information access and censorship," responded presidential candidate **Patricia Wilson Berger**. She would like to raise those issues to the national level, so that information access could be protected as our national parks are. Berger, who directs the Information Resources and Services Division of the National Bureau of Standards in Gaithersburg, Md., cited the rapid deterioration of the federal information structure. She also emphasized the need to preserve traditional and nontraditional materials and protect bibliographic records. Recruitment is another hot topic, she said.

"Access to information—including illiteracy," is a big issue, said her opponent, **Rebecca T. Bingham**, library media services director at Jefferson County Schools in Louisville, Ky. Bingham also listed censorship—"I live with it"—the relationship of the ALA divisions with ALA, and recruitment.

The three candidates for treasurer concentrated on financial issues. **Bill Roberts**, director of the Forsyth County Public Library System in Winston-Salem, N.C., named the slow change from cost to accrual accounting. He said the divisions are confused: does financial management drive programs? He also mentioned the multiplicity of ALA activities and reports and a possible need for reorganization of units dealing with finance.

Mary Ghikas, director of Network Development at Library Systems and Services, Inc., Germantown, Md., declared ALA endowments should be larger than they are. She also believes that overcomplexity keeps us from seeing our problems clearly and using our time to best advantage. "We've been skewed to too much attention to finances and budgetary details...our attention ought to be on programs."

Carla Stoffle, associate director of the University of Michigan Libraries in Ann Arbor, quipped that her big problem would be how to deal with exhaustion and follow Treasurer Pat Schuman. More seriously, she said, "ALA programs must be value-driven, not market-driven." She also questioned the productiveness of the 23 hours she spent in Committee on Program Evaluation and Support (COPES) meet-



THE FACE-OFFS for ALA office began in earnest at Midwinter, with candidates gathered at forum podiums to answer questions. Above are presidential contenders Patricia Wilson Berger (l.) and Rebecca T. Bingham; below (from l.) are treasurer candidates Carla Stoffle, Bill Roberts, and Mary Ghikas.



ings. Other pending issues, she said, include the ALA Operating Agreement revision and the new long-range business plan presented by management.

Personal qualifications

At the general candidates forum, Chapter Relations forum, and youth services forum (the last reported in *AL*, Feb., p. 139-140), the candidates presented their qualifications in opening statements.

As a member of the Virginia State Library Board, "Pat" Berger said she sees the

bifurcation of automated and nonautomated libraries and their need to share resources. She has served on the ALA Executive Board and Council, and is a past president of the Federal Librarians Round Table. She has testified for ALA before Congress on comparable worth and pay equity, privatization of federal libraries, and the Office of Personnel Management proposed standards for librarians.

"Becky" Bingham has also served on the Executive Board and Council and is a past president of the American Association of

School Librarians. She chaired the ALA Committee on Planning and worked on the Task Force on *Realities* Implementation. Bingham also was president of the Southeastern and Kentucky Library Associations.

In his 26 years as an ALA member, **Bill Roberts** has been treasurer of the Junior Members Round Table, regional chair of the Membership Committee, and currently is exhibits chair for the April Public Library Association Conference in Pittsburgh. As director of the Forsyth County PL for 16 years, he has managed a \$4.5 million budget and constructed 10 new buildings. As treasurer of the Southeastern Library Association, he "saved" that association, he said. He presides over the Forsyth County Employees Credit Union and has been a fundraiser for Princeton University and other organizations.

Mary Ghikas's background ranges from non-profit and for-profit institutions to small and large academic and public libraries. After serving as Chicago Public Library assistant commissioner, she "took over the United States Book Exchange when it was ill-funded and ill-informed" and put the system into place. "You don't whine and groan" when you're in trouble, she said, "you quietly do something." In ALA, she served two terms on the Planning Committee.

Carla Stoffle cited her experience on the ALA Executive Board, COPES, and Association of College and Research Libraries committees. She has broad experiences in budgets, she said, and "I'd bring continuity to what Pat Schuman started."

Questions to a future president

Paraphrased below are selected questions with answers from the presidential candidates:

At the gut level, what do you hope to accomplish?

BERGER: I'd be pleased if I could raise information access to the status of a national resource, so that it would be protected like our national parks. I'd also like to find out why we have such difficulty recruiting professionals, particularly minorities.

BINGHAM: I'd like to boost access to information, good library services to youth, intellectual freedom, literacy, and recruitment.

How would you deal with the internal structure at Headquarters?

BERGER: Council and the Executive Board must consider impact on ALA staff when they ask for certain things. We need to negotiate priorities on what we want most from staff.

BINGHAM: I'd want to be sure what the problems really are, because the feelings are out there. We can't allow dissatisfaction to erode our programs.

How can we sustain diversity?

BINGHAM: Obviously, I have a lifetime of experience in this area. How many of us give meaningful jobs to minorities? Librarians are sometimes slow to open the door. I'll give that door a kick it hasn't seen since E.J. Josey served as president.

BERGER: I'd keep things like E.J.'s coalitions moving. I'm not going to have a fancy theme just for the sake of having one. It has to make sense to me.

What about relations between ALA divisions and ALA?

BERGER: We hear incendiary rhetoric, but we move on. Healthy tensions aren't bad. Ideally, relations should be symbiotic; realistically, they are critical and far from cheerful. We have common goals.

BINGHAM: There'll always be tension from changes; we have the machinery to resolve it. The whole speaks more eloquently than the parts. We need each other, but there are bound to be family quarrels.

Do we need another futures study?

BERGER: We're on the doorstep of such a time. Job descriptions are old, organizational patterns going archival.

BINGHAM: We need some of the changes we've made to settle in. The accounting system needs to become institutionalized. Organization study has to be done at the right time, not introduced along with the changes.

How would you make the chapters grow?

BERGER: I would bring them into the process of determining who will direct Association affairs.

BINGHAM: There needs to be greater visibility of the link between the two. ALA must give something back to the chapters if we ask something of them.

Treasurer's Q's and A's.

"The treasurer," Stoffle said in her opening statement, "is the only person the ALA Membership elects to the Executive Board for four years." Paraphrased below are the answers of the three candidates for the job:

How do you view the treasurer's role?

GHIKAS: The treasurer has no axes to grind, must be fresh and not overwhelmed by numbers. The treasurer doesn't believe "can't afford," but only that you don't want to do it badly enough to find a way.

STOFFLE: The treasurer must be independent, not engage in the wars of units or staff. He or she must be accessible to Council and give leadership to the Board. The treasurer is not an accountant.

ROBERTS: The treasurer has the longest tenure, so must examine the relationship between management and membership units. The treasurer must be consistent and stick to his or her opinions in every role.

How would you vote on the Executive Board?

ROBERTS: I'm fiscally responsible, even though I feel ALA should be part of an approach to national problems. My work on our statewide poverty commission places me on the liberal side, but I'm a conservative fiscally.

GHIKAS: I'm concerned that the technology is creating information haves and have-nots, that problems of local control versus broad access are growing, and that intellectual freedom rights are deteriorating.

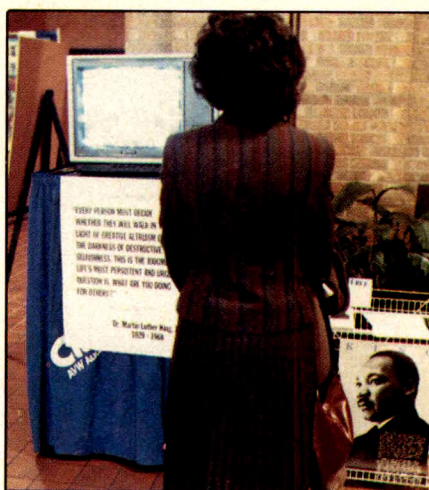
STOFFLE: I'm concerned with the issues of the value implications of finance, not vice versa—affirmative action at ALA, the MLS, recruitment, racism, intellectual freedom, and physical as well as intellectual access to information.

In the new strategic long-range business plan, will only priorities count?

STOFFLE: You can find other means of financing your activities if necessary.

ROBERTS: First the plans, then find the ways to fund. It's time for new ideas, new ways. —L.R.P.

Detailed platforms of the candidates will appear on the official ballot, and candidates will express their views on specific topics in a special "American Libraries Election Supplement" bound into the May issue.



MARTIN LUTHER KING, JR., was honored in a special exhibit set up near the registration counters, San Antonio Convention Center. Above, one of the many Midwinter participants who stopped to watch continuous videotapes on King, read his words, or contemplate the upcoming King birthday observation Jan. 18.

ALA Council and Executive Board actions in San Antonio

Council

After an orientation session and a joint information meeting with the Executive Board at Midwinter Meeting Jan. 10, the ALA Council met three mornings, Jan. 11, 12, and 13, and voted:

- to urge all publishers to use uncoated paper meeting ANSI Standard Z39.48-1984 for publications of enduring value and alkaline-coated paper that can be expected to last, and identify such papers. Also, to urge the U.S. Congressional Joint Committee on Printing and appropriate federal, state, and local agencies to adopt similar policies (CD 34)*

- to adopt a Government Information "Bill of Rights" affirming equal access to government information in electronic formats (CD 37).

- to urge the Public Printer to request a 1989 appropriation to immediately implement electronic dissemination of government information to depository libraries and urge the House and Senate Appropriations Committees to permit current distribution of electronic government information (CD 35).

- to urge Congress to bar further contracting out of federal libraries and document depositories, urge the Office of Management and Budget to remove library operations from its A-76 list of commercial activities, and ask the President's Commission on Privatization to omit libraries and depositories from activities recommended for privatization (CD 36).

- to state ALA opposition to the Bureau of the Census decision to group all Asian and Pacific subgroups together under one category in the 1990 census and urge the bureau to list Asian subgroups separately (CD 22).

- to declare that the Library Bill of Rights, which insures access to library facilities, materials, and services by all people of the community, includes individuals with physical or mental impairments (CD 30).

- to deplore discrimination against or denial of library and information access to all persons who have acquired AIDS or AIDS-related complex, or who test positive for the human immunodeficiency virus HIV (CD 30).

- to urge the U.S. Congress to immediately enact the Fairness Doctrine into law (CD 31).

- to support the proclamation of James Madison's birthday, March 16, as Freedom of Information Day and to encourage libraries to mount appropriate information programs on that day (CD 38).

- to support the reauthorization of the entire Library Services and Construction Act and to offer Congress ALA assistance in developing improvements (CD 33).

- to commend the National Commission on Libraries and Information Science for helping to develop the U.S. British, and Canadian statement on information policy and to endorse the Glenierin Declaration toward a Coordinated Policy Agenda in Response to the Changing Role of Information in the Economy (CD 39).

- to support the United States Information Agency in planning to celebrate the Franklin (Mass.) Public Library bicentennial (CD 24).

- to congratulate the National Geographic Society on its centennial year of distinguished services and explorations (CD 16).

- to reinstate use of the 1892 ALA motto on appropriate occasions: "The best reading, for the largest number, at the least cost". (CD 21).



Councilor Ching-chih Chen moves that ALA oppose the lumping together of all Asian and Pacific subgroups in the Bureau of the Census plan for the 1990 form.

Other Council business

In other actions related to ALA organization and policy, Council also voted:

- to award ALA Honorary Memberships to Ralph Ellsworth, academic research librarian and writer, and Spencer G. Shaw, retired library science professor at the University of Washington.

- to elect J. Dennis Day, director of the Salt Lake City (Utah) Public Library, and Sharon A. Hogan, director of the Louisiana State University Libraries in Baton Rouge, to membership on the ALA Executive Board for the 1988-92 term.



J. Dennis Day and Sharon A. Hogan are the newest members of the Executive Board.

- to suspend ALA Policy 6.4.1, Section II, through FY 1992 (ending Aug. 31, 1992) to ensure that divisions can make an orderly transition to accrual budgeting (CD 26).

- to direct Executive Director Thomas Galvin to submit a proposal for a funded affirmative action program at Headquarters to the Executive Board by Annual Conference at the latest.

- to direct the Executive Board to insert in Personnel Policy 101, line 3, the phrase "sexual preference" so that ALA "would provide equal employment opportunity without regard to race, color, religion, age, sex, national origin, physical handicap, or sexual preference."

- to direct the Executive Board to activate appropriate plans to encourage and promote member voting in ALA elections (CD 15).

- to allow members to attend Membership and Council meetings by showing either a conference badge for the day of the meeting or a current membership card (CD 27).

- to extend the eligibility for student dues from two to three years (CD 27).

- to amend Bylaw Article VIII, Section 2 (e) to read that no member of a Council committee, either Councilor or non-Councilor, shall serve on more than one Council committee or subcommittee except as that member represents the parent committee as a subcommittee member (CD 19).

- to amend Constitution Article XII to create a new Section 2 providing that if a vacancy occurs in the office of ALA president-elect, the office shall remain vacant until the Nominating Committee reconvenes to submit nominees and conduct an election by a mail vote (CD 19).

- to adopt the report of NCATE (National Council for the Accreditation of Teacher Edu-

*CD (Council Documents) and EBD (Executive Board Documents) may be requested by number from Miriam Hornback, Council Secretariat, at ALA Headquarters. Please enclose a self-addressed, 22-cent-stamped envelope with your request.

cation) Task Force chaired by Elizabeth Futas (CD 11).

- to adopt the *Guidelines for Quality in Continuing Education for Information, Library, and Media Personnel* developed by the Standing Committee on Library Education (SCOLE) Continuing Education Subcommittee (CD 9).

- to express to Jean Moore deepest sympathies on the death of Everett T. Moore, former Freedom to Read Foundation vice president and a staunch supporter of intellectual freedom (CD 32).

- to pay memorial tribute to Virginia Haviland, Jerre Heatherington, Clara O. Jackson, Leonard L. Johnson, Jeanette E. Mitchell, and Joseph Gregg.

- to accept \$3,244 in contributions to the ALA Washington Office from the library associations of New Hampshire, Alabama, Idaho, Maine, Connecticut, West Virginia, Colorado, New Jersey, Nevada, and Alaska, and Patricia W. Berger. The Idaho, Maryland, and Alaska library associations also contributed \$200 to the Freedom to Read Foundation.

Executive Board

At the Executive Board meetings Jan. 9, 11, 12, and 14, members* voted:

- to approve the Committee on Program Evaluation and Support (COPES) recommendation that the FY 1988 capital budget be increased by \$2,800 to purchase a personal computer for the Resources and Technical Services Division (EBD 58).

- to approve the allocation of \$5,625 from the contingency fund reserve to the Presi-

*President Margaret Chisholm, Vice President F. William Summers, Treasurer Patricia G. Schuman, Past President Regina Minudri, Patricia Wilson Berger, Margaret L. Crist, J. Dennis Day, Elizabeth D. Futas, Duane F. Johnson, Carla J. Stoffle, Robert D. Stueart, and Lucille C. Thomas.

dent's Committee on Information Literacy for travel and expenses (EBD 58).

- to encourage the Executive Board Directions and Program Review Subcommittee to undertake a preliminary discussion of the concept of a structural examination of the Association at the Council Information Session at Annual Conference (EBD 57).

- to approve the transfer of ALA-managed endowments to the M&I Trust of Wisconsin in support of the Public Library Trusteeship Program (EBD 59).

- to approve the formalization of oversight responsibility for ALA-managed endowments to the ALA Endowment Fund trustees (EBD 59).

- to approve the COPES request that the general fund budget ceiling equals the projected revenues on an accrual basis and that the round table budget ceilings be calculated in the same manner as the division budget ceilings (CD 26 and EBD 58).

- to approve a revised division budget ceiling of \$6,523,887 (EBD 58).

- to commend ALA staff on its preparation of the 1989-93 Business Plan, invite comments on the plan from all appropriate groups, and request that the Executive Director list the plan's assumptions that will drive the 1989 budget (EBD 47).

- to approve the three-year Leadership Development Project proposed by President Margaret Chisholm's Visionary Leaders for 2020 Committee for submission to the W.K. Kellogg Foundation in January (EBD 35.1 and 35.2).

- to approve the Fourth National Public Library Association Conference to be held in San Diego, Calif., March 20-23, 1991 (EBD 49).

- to approve the recommendation from the joint committee of ALA and the Society of American Archivists to support the National

Coordinating Committee for the Promotion of History with \$3,000 annual funding from each organization (EBD 48).

- to confirm the 1992 Midwinter Meeting in San Antonio Jan. 25-30 (EBD 60).

Reports to Council

Among the reports made to Council at Midwinter Meeting were:

- **Executive Director.** Calling 1987 "a year of continued program growth and organizational accomplishment" for ALA, Thomas J. Galvin reported on the highlights of the past 12 months (to be detailed in an annual report insert in the April issue of AL).

At the August 31 close of the membership year, ALA had a record 45,145 members, a four-percent increase over 1986. Galvin indicated a positive response from members to ALA's new preferential credit card program and insurance programs.

Galvin also cited the successful conclusion of the Coalition for Literacy's three-year campaign to raise the public's awareness of the problem of adult illiteracy; the launching of the "Best Gift" campaign to put a library card in the hands of every child in the nation; the revision of ALA's *Federal Legislative Policy*; and such new-technology initiatives as *Library Video Magazine* and other video-format materials, and the CD-ROM *Directory of Library and Information Professionals*.

Having weathered the difficult transition to an automated membership records system, and in the midst of the switch to a new financial system, ALA also faces a number of new challenges, including the possible negative effect of the new tax laws on membership.

Galvin concluded by observing that "ALA's single most valuable asset is the collective creativity, energy, and time of its members and staff." However, that resource, while enormous, "is nonetheless finite and therefore limited," so ALA must focus its energies



The Intellectual Freedom Committee, which reported to Council, heard from special guest Jane Cooney (rt.), executive director of the Canadian Library Assoc., on gaining allies in CLA's fight against a pornography bill with repressive implications for libraries. At left is Office for Intellectual Freedom Director Judith Krug; C. James Schmidt, IFC chair, is at center.

less on organizational concerns than on selected issues "in the external environment that merit a high-profile, Association-wide response."

• **Treasurer.** "Overall, ALA showed a healthy growth in 1987," Treasurer Patricia Schuman said. But she also warned that "ALA still lives very close to the edge."

The Association spent nearly \$17,900,000 on behalf of libraries, librarians, and the public in FY 1987, Schuman reported. Total ALA earnings from operating revenues were more than \$18,139,000. Earnings from Publishing Services, conferences, dues, graphics, and grants increased slightly, but Huron Plaza rents showed a slight decrease.

Liabilities are still growing faster than assets, expenses faster than revenues, Schuman noted, despite the second consecutive yearly increase in the fund balance. "We must find equitable program-enhancing ways to control and measure all ALA overhead costs. If we don't find ways to access each fund's impact on the others, we will eventually have nothing left for general fund program," she said.

Schuman also noted the Association has not yet worked out all the procedures necessary for a smooth transition to the accrual accounting now underway.

The new format of the ALA financial statement made it "a bit easier" to analyze the 1987 audit, she said, and communication between groups has improved.

Schuman's four-year term as treasurer had convinced her, she said, that "we need to change the financial decision-making process." She pointed out that as treasurer, she was scheduled to attend 50 hours of meetings at Midwinter, including the Committee on Program Evaluation and Support, Council, Executive Board, and two Executive Board committee meetings. Division budget and finance committees scheduled almost 62 hours of meetings—an almost overwhelming burden. "Membership groups are involved in too much financial detail; there's little time to explore real program impact."

Schuman declared, "We have placed many of our program units in a market-driven position—a position in which they have to produce revenues in order to survive and grow. But we have not yet fully explored if and how this skews our ALA program and our values. . . . Our values should drive our finances, not the other way around. This involves decisions which go way beyond finances. Making or reaffirming decisions about our values and how we support them will not be easy, but I have every confidence that we will learn to do what we have to do."

• **Planning Committee.** "We're beginning to put a planning process in place that will drive the ALA budgets," said Planning Committee Chair William De John. He presented the new 54-page draft *Planning Document: Goals and Strategies* (CD 8 and 8.1) and

asked Councilors to remove the word "draft" stamped on the introductory page summarizing the ALA mission, priority areas, and goals, since the long-range plan is now policy.

The new document provides the committee's observations on progress already made in addressing the goals in the six priority areas and suggests long-range strategies. De John requested feedback, particularly suggestions for added strategies. At the Planning Committee hearing held that afternoon, Councilors and unit representatives expressed their concerns and offered suggestions.

• **Intellectual Freedom Committee.** Chair C. James Schmidt opened his report with the news that the Houston City Council had exempted the public library from an ordinance prohibiting city agencies from dealing with firms doing business in South Africa (AL, Dec. 1987, p. 889).

New challenges to intellectual freedom include the FBI's "Library Awareness Program" (Nov., p. 812–814), an anti-obscenity bill in the Canadian parliament (Jan., p. 4), and similar legislation proposed in the U.S. by President Reagan (Jan., p. 8).

Schmidt concluded his report by noting that "most (but not all) of the most recent and severe limitations on access to information have emanated from the federal government," adding that "there is little doubt that the report of the Meese Commission was but a beginning" of new attempts to ban allegedly pornographic material.

• **Freedom to Read Foundation.** President Judith Sessions reported that the FTRF had recently seen "the fruition of several years' work and the culmination of a number of major cases." Two major public-education cases in which FTRF and ALA had "lost" after filing *amicus curiae* briefs were overturned by U.S. Courts of Appeal. They were the Alabama textbook case (in which "secular humanism" was viewed as a religion) and the Tennessee reading-series case (in which parents were allowed to remove their children from classes using reading materials that did not conform to their religious beliefs). Since neither case will be appealed to the U.S. Supreme Court, the favorable rulings will stand.

Standing cases in which the FTRF is involved include challenges to the U.S. Immigration and Naturalization Service's attempt to deport author Margaret Randall based on her political writings; to a Virginia statute prohibiting the display of materials harmful to minors; and to the U.S. Information Agency's efforts to block foreign distribution of documentary films.

The first two intellectual freedom-fighters named to the Foundation's Roll of Honor, established by the FTRF board at the San Francisco Annual Conference, were the late Everett T. Moore, a FTRF founder and plaintiff in the *Moore v. Younger* "harmful matter" case, and author Sidney Sheldon, an early donor to and ongoing supporter of the FTRF.

SNAPSHOTS, from top: Cindy Arbelbide, a winning walker in the first Midwinter Fun Run, gets her trophy; Rookie California chapter Councilor Betty J. Blackman, Cal. State Univ./Dominguez Hills university librarian; and, at a National Commission on Libraries and Information Science reception after Midwinter, ALA Board Member Lillian Thomas with Barbara E. Ford, Trinity Univ. Library, San Antonio.



Standing committee proposed for information access issues

After receiving input from units and individuals within ALA for more than a year, the Special Committee on Freedom and Equality of Access to Information is preparing its final report for Annual Conference. The committee was formed by the Executive Board in May 1986 to review the controversial *Report of the ALA Commission on Freedom and Equality of Access to Information* (called the Lacy report after commission chair Dan Lacy) and submit policy recommendations to Council.

The most controversial of several tentative recommendations discussed by the committee at Midwinter was the suggestion that Council create a new Standing Committee on Information Access that would identify and research issues involving access, recommend and oversee implementation of access policies, and represent the Association on access matters. The ALA past president would chair the committee, which would consist of six at-large members and the chairs of the Intellectual Freedom, Legislation, Planning, and Research Committees as ex-officio, voting members.

Among the criticisms of the plan voiced at Midwinter: The committee's charge would "step on the turf" of existing ALA committees; the establishment of yet another ALA body would result in greater delays between unit recommendations and action; the committee's composition would make it "heavy on authority by virtue of position rather than expertise"; and the

committee's structure neglects the area of access to youth. These objections and others are expected to produce much discussion when the committee presents its final report in New Orleans.

Federal "Information Update" views online info, privatization

ALA Washington Office Director Eileen Cooke opened the Legislation Committee's "Information Update" by noting the "real victory" for libraries in 1987: the \$3,590,000 appropriation for the new Higher Education Title II-D technology program. This year's big issues, said Cooke, will be maintaining funding against budget-cutting efforts and setting the agenda for the second White House Conference on Libraries and Information Services. She concluded by reminding the audience that 1988 is an election year, "and you can do all sorts of interesting things in an election year."

Cooke was followed by U.S. Deputy Public Printer Joseph E. Jennifer, who said the Government Printing Office "fully supports" ALA's efforts to include online dissemination of information in the Depository Library Program. Jennifer said planned tests by private firms using selected government publications have been delayed by Congress's reluctance to commit funds. In a question-and-answer session, librarians expressed their concerns about the use of private vendors in the program and the possibility of fees being charged for online government information.

Anne J. Mathews, director of the U.S. Department of Education's Library Unit Office of Educational Research and Improvement, gave a rundown on federal library programs over the past year, including the "Leaders Are Readers" program (*AL*, Jan., p. 5-6) and a young adult readers survey to obtain current information on the availability and use of YA services.

Privatization's progress

Recent developments in the "contracting-out" of federal libraries were related by Elizabeth S. Knauff, president of ALA's Federal Librarians Round Table. In September a 13-member U.S. President's Committee on Privatization was established, and in November an executive order was issued directing every office in the executive branch to suggest operations that could be turned over to commercial firms. Knauff described the privatization of the libraries of the Census Bureau (where the library was turned over to a commercial firm in the fall without a cost-comparison study), the National Oceanographic and Atmospheric Administration, the Department of Housing and Urban Development, the Department of the Interior, and the General Services Administration (the last two agencies are under study to be merged and then turned over to a private firm).

Nancy C. Kranich, chair of the Coalition on Government Information, discussed the group's activities, including the forthcoming celebration of "Freedom of Information Day" on March 16 (James Madison's birthday).

Electronic implications

Following the Legislative Update, a forum was held on "Implications of an Electronic Depository Library Program." D. Kaye Gapen, chair of the Association of Research Libraries' Task Force on Government Information in Electronic Format, said that online government information represented a microcosm of all the types of issues that librarians face in dealing with electronic information: philosophical, legal, policy-related, technological, access-related, and political.

The task force recently issued a report addressing the implications of federal electronic information policies and proposing recommendations on the availability of online government information. *Technology & U.S. Government Information Policies: Catalysts for New Partnerships* is available for \$5 from ARL, 1527 New Hampshire Ave., N.W., Washington, DC 20036.



CELEBRATING NEW MEDIA GUIDELINES. At Midwinter, the American Association of School Libraries (AASL) Board approved Information Power, new school library media program guidelines prepared with the Association for Educational Communications and Technology (AECT). Celebrating at a reception were Ruth Bell (l.), of the Writing Team, AASL Pres. Karen Whitney, and AECT Pres. Elaine Didier. AECT approved the guidelines a week later. Story in this month's "In the News."

Galvin unveils "moderate" five-year business plan

Executive Director Thomas J. Galvin presented management's "moderate and balanced" revised ALA Business Plan FY 1989-FY 1993 to the Executive Board and the Committee on Program Evaluation and Support (COPES) at Midwinter (EBD 47).

"Less and less of what we do is within a single year," Galvin explained. "We must make prudent provision for the future while we're in a strong position—like now."

Designed to assure that ALA values guide financial decisions, the 16-page plan was developed by Headquarters department heads. It grew directly out of the Strategic Long-Range Plan's mission, priority areas, and goals approved by Council in 1986. The business plan objectives are financial stability, growth, responsiveness to new service programs and service opportunities, and cost stabilization.

Galvin termed it "a dynamic document that will never be 'finished.'" Under each of the four general objectives, it lists specific objectives and proposes strategies to attain them. For example, it proposes to cut in half the \$800,000 general fund deficit caused by the switch to accrual account-

ing in two years, to build the ALA Endowment Fund by repaying the \$600,000 Huron Plaza loan principal and aiming for an annual 10-percent investment return, and to eliminate the individual division negative fund balances by encouraging divisions to establish clear financial policies achieving a 1-to-2-percent excess of operating revenues over expenses.

Council watcher John Berry recalls great moments

For the benefit of new and old councilors, *Library Journal* editor-in-chief John N. Berry III reminisced on what he considered great moments in Council history at that body's orientation session Jan. 10.

Berry, who has watched Council perform for more than 20 years, figures he has attended some 120 sessions lasting 400-600 hours, and heard more than a thousand proposed motions, 200 points of personal privilege, 100 points of order, 900 amendments, and 3,000 decisions made.

Berry recalled how democratically Council dealt with social and political issues at Atlantic City in 1969, the moment when Past President Clara Stanton Jones stepped down from the podium during the

ACRL firms up first European conference

Despite apprehensions about the falling dollar, the Association of College and Research Libraries (ACRL) Board went full steam ahead toward the division's first conference abroad: "Shared Resources, Shared Responsibilities: Libraries and Western European Studies in North America and Western Europe," April 4-8, in Florence, Italy.

At Midwinter, the board lent its support to the event, which is presented by the ACRL Western European Specialists Section. A preliminary announcement appeared in the December 1987 *American Libraries* Datebook.

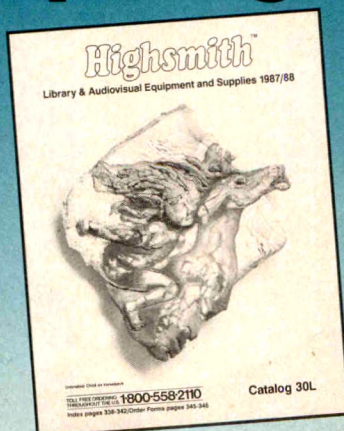
Cosponsors, with ACRL, are the Associazione Italiana Editori, European University Institute, and La Nuova Italia Editrice.

Program topics range from European national libraries to women's studies in Western Europe. Some 80 participants had signed up by the end of January, and registration remains open. The conference fee itself is \$150. For details, registration, and information on special ACRL travel packages, contact JoAn Segal, ALA, ACRL, 50 E. Huron St., Chicago, IL 60611 (800-545-2433).

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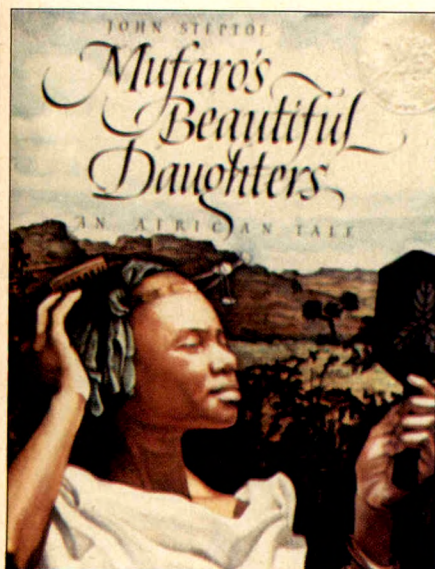
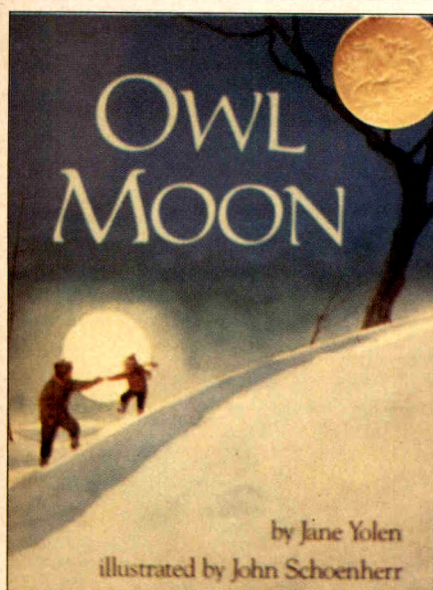
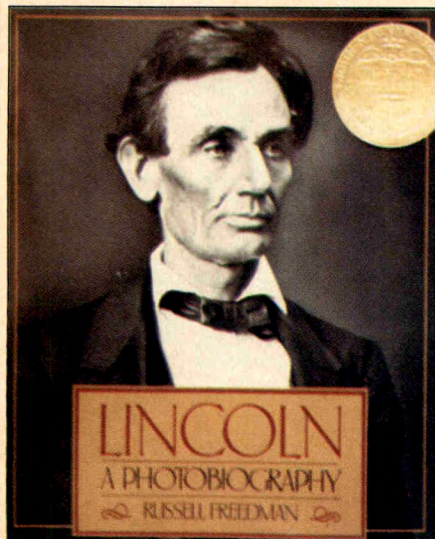
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BUDGET WITH CONFIDENCE



CHAMPS & CHAIRPERSONS. Bearing the embossed stickers that rocket sales are, from top, the Newbery, Caldecott, and Caldecott Honor books of 1988, selected by committees of the Association for Library Service to Children and published respectively by Houghton Mifflin/Clarion, Putnam & Grossett/Philomel, and Lothrop, Lee, & Shepard. Steptoe won the Coretta Scott King

fierce debate over *The Speaker*, and the moment when a courageous President Russell Shank broke the tie on ERA and moved ALA conferences out of Chicago.

But Council's endless meetings and tedious deliberations haven't always brought moments of resolution. A dispersion of power, Berry said, has weakened Council, but it is still a most democratic and responsive body.

"You have tremendous responsibility," he told Councilors. ALA unity is tied to democracy: "Strengthen and expand it," Berry urged. "Protect the openness and democratic participation [that was] so hard in the winning of the greatest Councils of the past."

Automation brings radical staff changes, say studies

Studies of staff patterns in 19 libraries suggest several new types of staffing needs and shifts in staff relationships, Jose-Marie Griffiths of King Research explained at an open forum on personnel issues.

Griffiths, known for a recent and controversial library-competencies study and other projects, offered findings based on King research for the California State University Task Force on Library Staffing and other sources. She spoke at an information forum sponsored by the Personnel Administration Section Board, Library Administration and Management Association.

Automation, she affirmed, does not reduce total staff numbers. Among the new positions it creates are automation trainers and "machine-minders," performing back-up, maintenance, and troubleshooting. Often, more professionals and fewer clerks are needed as a result of automating.

An interesting shift in roles, said Griffiths, is that the library administrators are

no longer the house "experts" in the library's system. The experts are the hands-on users down the line, which makes some administrators uncomfortable.

Automation offers options that libraries must now seize or reject—the opportunities to become database publishers, to create community files, to broker information, and so on. Many such options have staffing implications. Additional pressure falls on staff having to monitor technological advancements and yet move forward to gain experience in existing technology. Such experience can be seen as having three phases: learning (fumbling, low productivity); integration (the technology becomes routine); and creative (the system is mastered and can now be customized and extended).

Griffiths observed that soon computer skills will not bring automatic salary increases. She noted that King recommends a library systems office with an automation director, rather than distributed responsibility. That director, she said, needs a library background, with understanding of bibliographic data and library users.

Hearing asks "What's SCMAI?"—and what should it become?

A Midwinter hearing focused on the future of ALA's Staff Committee on Mediation, Arbitration, and Inquiry (SCMAI), a 1970s tool for airing and solving librarians' grievances that has fallen into virtual disuse in the 1980s.

SCMAI was formed by Council in 1971 to investigate and act on cases involving tenure, status, employment practices (including discrimination and sexual harassment), due process, ethics, and intellectual freedom. The committee, made up of ALA staff members, responds to com-



Award as well. Also honored at Midwinter was *If You Didn't Have Me*, by Swedish writer Ulf Nilsson, winner of the Batchelder prize for best foreign children's publication translated into English in the U.S. Above (from l.) are Batchelder Committee Chair Ginny Moore Kruse, Caldecott Chair Bette Peltola, and Newbery Chair Mary Burns.

plaints by such means as mediation and/or arbitration, *amicus curiae* briefs, formal inquiries, or such sanctions as public censure or expulsion from ALA membership.

"There have been suggestions that SCMAI has served its usefulness and should be abandoned," said Robert Stueart, chair of a special committee set up to review SCMAI. He cited improvements in state and federal regulations, as well as a tightening up of libraries' own personnel policies, as possible reasons for the much smaller number of cases coming to SCMAI in recent years.

Review committee member Betty-Carol Sellen sent a survey on SCMAI to over 300 councilors, committee chairs, and other ALA leaders. She said the survey revealed a need to publicize the committee's existence, since the "vast majority" of the 75 percent who replied asked, "What is SCMAI?" Most respondents felt SCMAI should continue, but its mission and structure should be changed. Some questioned whether SCMAI should be a staff committee, since that puts staff in the difficult position of having to investigate members.

Besides receiving comments at the hearing, the review committee has talked to ALA units and SCMAI members. All this input will be considered when the committee makes its recommendations to Council and Membership at Annual Conference.

Pay equity committee readies action manual

One of the more visible products of committee work at Midwinter will be a new pay equity manual for use by library workers, due this summer for the ALA Committee on Pay Equity in cooperation with the ALA Office for Library Personnel Resources (OLPR).

In a typical Midwinter tableau, Chair Michele Leber and colleagues, huddled around heaps of papers to shape up the project, which is funded as a new initiative under ALA's Strategic Long-Range Plan. The manual will provide technical data and practical advice for library staff wishing to investigate pay equity in their own libraries or jurisdictions.

Pooling experience from pay equity cases nationwide, the publication will offer strategies for documenting inequities and implementing pay adjustments.

The committee can still use more case-history materials. Those who have been involved in specific cases should send items to: ALA Pay Equity Project, c/o OLPR, ALA, 50 E. Huron St., Chicago, IL 60611, or call Project Director Callie Kenady at 312-944-6780. □



LOOKING TOWARD THE GUADALAJARA INTERNATIONAL BOOK FAIR (FIL '88) even as they take a Riverwalk stroll at Midwinter are two representatives of that event, with U.S. friends. Marcicarmen Canales (second from l.) and Margarita Sierra Diaz Rivera (third from l.) are officers of the fair, which takes place Nov. 23-Dec. 4. They cordially invite U.S. book people, including librarians, to attend; for information they can be reached at Hidalgo 935, A.P. 39-130, Guadalajara, Jal. C.P. 44170, Mexico. (Telephone: 36-25-28-17.) FIL '87, attended by an enthusiastic Margaret Chisholm, ALA president, drew some 700 registrants for its "book professionals' three-day congress" and publishing exhibition representing 52 countries. At left and right above are Reynaldo and Marta Ayala of San Diego State Univ./Imperial Valley Campus.



... AND LOOKING TOWARD NEW ORLEANS, site of ALA's Annual Conference July 9-14, is this Carnival face, seen in the Midwinter registration area inviting members to a week of devilment, and the more cordial visage of New Orleans Mayor Sidney Barthelemy, who came to the San Antonio meeting to talk up his town.

A job seekers' market for librarians

Growing number of vacancies prompt recruitment drives

by Thomas M. Gaughan

RECRUITMENT TO THE PROFESSION was on the minds and lips of many librarians attending Midwinter this year. The subject popped up at the candidates forums, in meetings of such groups as the LAMA Personnel Administration Section Discussion Group, and, it seemed, wherever librarians gathered informally.

The recurring topic recalled the early 1960s, when recruitment to the profession was one of the field's highest priorities; by the mid-'70s, however, candidates by the dozen were available for, say, an entry-level reference position in a university library.

Nevertheless, Margaret Myers, director of ALA's Office for Library Personnel Resources (OLPR), cautions against making direct comparisons with the 1960s. She notes that demand for librarians in that decade was generated by library expansion, creation of new positions, and increased federal funding, while the current situation reflects the need to fill existing positions.

According to James Matarazzo, associate dean of Simmons library school, a rapidly graying profession is behind the rise in position vacancies: "Seventy-five percent of all librarians employed in 1980 will reach a retirement age—65—by the year 2020." Matarazzo adds that the situation will likely worsen owing to early retirements and librarians leaving the field to apply their skills in non-library settings. Failure to consider the age of practitioners, he notes, remains "the fatal flaw" in library personnel planning.

How serious is the shortage? Terry McLaughlin, who manages the Placement Center at ALA conferences, observed that "The biggest complaint [in San Antonio] has been from employers who want to interview more candidates. Some employers have even been walking through the applicants area initiating conversations with applicants. That's a lot different from the mid-'70s, when there were half a dozen applicants for each listed position." McLaughlin said that he knew of several



Student Jean Keleher checks the bounty of job vacancies at the Placement Center.



At the Placement Center to recruit for the Chicago Public Library are Toya Dorham, left, and Darnell Pruitt, director and assistant director of personnel.

Thomas Gaughan attended the ALA Midwinter Meeting as a warm-up for his new post as managing editor, *American Libraries*, effective Feb. 29.

firm job offers made during the conference.

Pat Harris, North Dakota state librarian, said she expected to have some difficulty finding a library consultant. "If I

could combine the experience of the three candidates represented by these resumes," she said, "I would have a perfect candidate." She also noted that applicants seemed more likely to turn down an oppor-

"Some employers have even been walking through the applicant area [at the Placement Center] initiating conversations. . . . That's a lot different from the mid-'70s."

tunity to interview for a job than at past meetings.

Patricia Dobbins, employment and placement administrator at New York Public Library, expressed "positive" feelings about NYPL's recruitment activities, but said the system needed to hire librarians in 31 separate job classifications, many with multiple vacancies. NYPL, Dobbins said in a later telephone interview, expected to make several job offers as a result of contacts made in San Antonio.

Jean Keleher, a University of Michigan student attending her second ALA meeting, said she was satisfied with job opportunities at the Placement Center: "It's been intense; I've had 10 interviews in two-and-a-half days and haven't even had time to visit the exhibits." Keleher's biggest disappointment was difficulty in "finding a doughnut before an early morning interview."

Beefed up activity

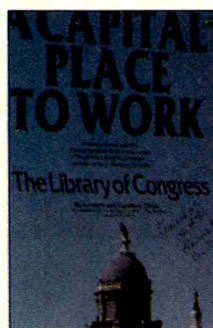
Recruiting efforts by large library systems have intensified. Several come-on posters were seen around the Convention Center. New York Public has begun nationwide recruiting in library schools, staging mock interviews to give MLS candidates interview experience. Elliot Shelkrot, director of the Free Library of Philadelphia, has announced a program to develop a "cadre" of new library school graduates who will make their careers at the Free Library. Philadelphia's effort will target not only library schools, but also high schools, through college-night programs and job fairs, in an attempt to attract undergraduates to the profession.

Matarazzo believes such programs are crucial: "Practitioners are the best recruiters for the profession."

Frequently discussed are acute shortages in special areas such as children's librarianship, young adult librarianship, technical services, and preservation. McLaughlin noted a time lag between a new shortage and availability of trained specialists. At Midwinter two candidates seeking positions as specialists in preservation found numerous openings. According to a university librarian, preservation specialists are coming into librarianship from other

fields because at present the profession can't supply its own needs. Matarazzo believes that viewing shortages of librarians by specialization is shortsighted because shortages pervade the entire profession.

Kathleen Heim, dean of the Louisiana State Univ. library school, has long been interested in library personnel planning as well as the broader needs of the profession. She is conducting a study that will survey



Recruitment posters herald the dawning of a new age for job seekers.

More jobs than seekers

Only 357 people applied for 595 job openings listed at the Midwinter Placement Center, administered by the ALA Office for Library Personnel Resources.

The most dramatic gap—20 job seekers for 94 jobs—was in a category including children's, young adult, extension, outreach, and adult services, bookmobile, circulation, and bibliographic instruction.

A total of 65 people applied for 133 openings in tech services, acquisitions, and cataloging, and four applied for 16 library school posts.

Greatest activity—130 job seekers for 138 openings—was in a category grouping reference and subject specialties, bibliography and collection development, and information and referral.

Job seekers exceed openings, 54 to 47, in only one category: academic library administration. In other categories the job-seekers-to-openings ratios were: school libraries, 6-6; public library administration, 32-59; non-library work, 5-25; information systems, 15-37; and special materials, 12-24.

all library school students to determine why people choose librarianship and what kinds of people enter the field. She believes her data will inform future planning efforts.

In a phone interview, Heim noted with concern that some people enter the field because a library school is near their home, and that many librarians are reluctant to leave their locale in pursuit of a career. Such a phenomenon could cause regional imbalances between supply and demand that obscure the needs of the profession as a whole.

OLPR has scheduled an invitational ALA preconference for New Orleans this summer, hoping to map strategies for a national recruitment plan, build state and local recruiting networks, and disseminate successful approaches to the problem. Representatives from varied library environments and specializations will attend. Their efforts may have a significant impact on the profession and on library services in the next two decades. □

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ALISE:

Can (greying) faculty shape policy?

A report on the library educators' conference in San Antonio

by Barbara B. Moran

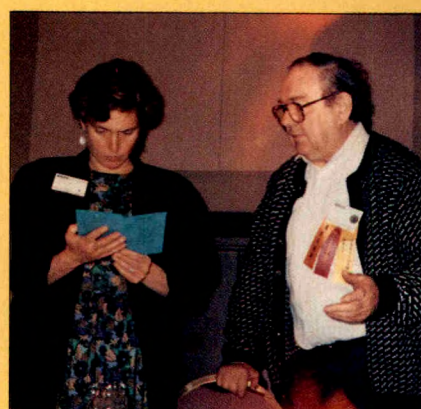
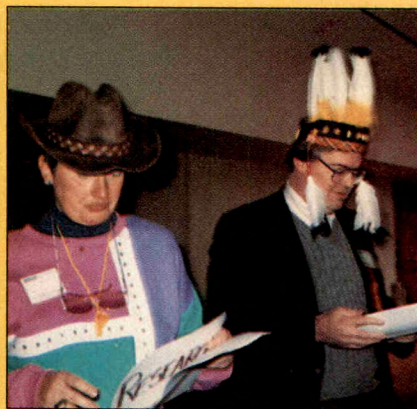
JUST PRIOR TO ALA MIDWINTER Meeting, the Association for Library and Information Science Education (ALISE) held its annual conference at the Hyatt Regency Hotel in San Antonio Jan. 6-10.

ALISE, formerly the Association of

tracted a record number of doctoral students and first-time registrants.

The overall assessment of the conference atmosphere this year was positive. Despite the closing of a number of library schools the past few years, library education appears to be on an upswing at the moment.

qualified students needed to meet this shortage, ALISE has established a recruitment committee that will work with ALA's Office of Library Personnel Resources to establish recruitment networks and develop strategies addressing critical recruitment needs. (See recruitment story p. 180.)



SCENES FROM ALISE '88... Rehearsing for their musical-with-a-message are two members of the ALISE Singers troupe, Darlene Weingand and Lee Gragg, both of Univ. of N.C.; Pamela Spence Richards, winner of an ALISE Research Award, gets the good word from Anne Mathews, Library Programs, U.S. Dept. of Education; and incoming President Leigh Estabrook, Univ. of Ill., hears from outgoing Secretary-Treasurer Norman Horrocks, Scarecrow Press...

American Library Schools, was founded in 1915 and is the professional organization for library and information science educators. ALISE's personal members, primarily faculty and doctoral students, total 518; the association also has institutional members.

Despite ice and snow storms that kept some members from attending and delayed the arrival of others, this year's attendance of 325 was about the same as at last year's conference in Chicago. San Antonio at-

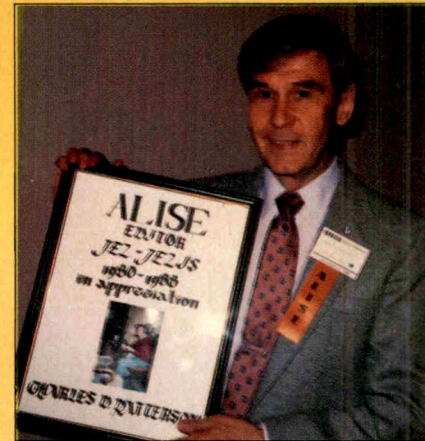
Most participants reported good enrollment figures again this year—figures that were especially encouraging since they seem to demonstrate that last year's increase was not a one-time upturn.

Indeed, faculty from some schools reported record enrollments, and conversations about crowded classrooms and heavy teaching schedules were common. Obviously, prospective students have become aware that shortages of library and information workers already exist in some specialties and some geographic areas and that these shortages are likely to continue and expand.

To ensure that library and information science schools continue to attract the

Another impending personnel shortage was evident at this year's conference: Schools of information and library science may themselves be facing a shortage of faculty members in the near future. Mirroring the general trend in academia, a "greying" of library faculty has occurred, with many retirements expected in the next few years. What is not clear is whether there will be enough qualified library educators to replace those retiring. Since a large number of library and information science Ph.D.s go into library administration rather than teaching, there may indeed be a shortfall. For those schools attempting to recruit new faculty at the conference, the shortfall appeared to have already arrived: there were

Barbara B. Moran is an associate professor at the School of Information and Library Science, University of North Carolina/Chapel Hill. *American Libraries* commissioned her to prepare this report.



... AND MORE SCENES. James Matarazzo, Simmons, shows his appreciation to ALISE Executive Secretary Jan Phillips; Elfreda Chatman and Pat Feehan, Univ. of N.C., rate their meal; and Charles Patterson, Louisiana State Univ., shows award received for eight years as editor of the *Journal of Education for Library and Information Science*. (Photos by the author.)

fewer candidates interviewing for teaching positions than schools seeking new faculty.

Calls to action

"Faculty Participation in Policy Formulation" was the conference theme chosen by ALISE President Kathleen Heim, dean of Louisiana State University library school. The generally excellent presentations centered around the question, "What is the appropriate role of library and information science faculty members in policy formulation and how can they increase and strengthen that role?" The presentations covered many types of policy including campus, professional association, and government policy.

The first general session, focusing on faculty role in campus policy formulation featured Peggy Sullivan, dean of the College of Professional Studies at Northern Illinois University. Sullivan stressed the importance of the political process on campus and faculty need to develop political skills. She described the tension existing between administration and faculty on most campuses, with the faculty mistrusting management and the administration more willing to share governance than information. She pointed out library educators' strengths and weaknesses in developing political clout. She urged faculty to develop alliances with others across campus and to determine the best use of their efforts. Irene Hoadley from Texas A. & M. and Herbert White from Indiana reacted to Sullivan's speech, providing their own insights on faculty involvement in campus policymaking.

The second general session focused on

faculty involvement within various professional organizations. Lead speaker David Gracy of the University of Texas described efforts of the Society of American Archivists to develop educational standards in archival and records management. Gracy urged faculty members to take an active role in professional organizations in order to shape curricula and guard the quality of recruits to the field.

Miriam Tees from McGill discussed her study of faculty involvement in the Special Libraries Association (SLA). Contrary to her expectations, the research showed that library educators' involvement in SLA was fairly minimal; only a small number of faculty members have served as officers, directors, conference speakers, or contributors to *Special Libraries*. Indeed, Tees' study showed that involvement may be in the other direction; many practitioners active in SLA teach part-time in schools of library and information science.

ALA Office for Research Director Mary Jo Lynch was scheduled to speak at this session, but the Dallas storm prevented her arrival, so ALA Accreditation Officer June Lester read her paper. Lynch examined two alternative models for faculty participation in organizations and discussed ways ALA could profit by faculty involvement undertaken both as an extension of research and as an extension of teaching.

National and international policy was the topic of the last general session. University of Texas Documents Librarian Kathleen Eisenbeis discussed federal information policy and provided tips on how faculty members can get involved in shaping it. Karen Sy, assistant professor at the

University of Washington library school, described her study on faculty participation in policy development. In identifying the type of faculty most likely to participate in policy development, she observed that, on the whole, library science faculty are strong in skills but considerably weaker in policy expertise. She suggested that this year's conference topic might be ahead of its time, since the work that will allow faculty to participate in policy issues is just getting underway. Associate Professor Thomas Surprenant of Queens College library school closed this session by discussing world information policy, especially transborder data flow. Surprenant reviewed some of the major threats to information transfer and suggested that information associations need to produce a database tracking the flow of information in all nations.

Research highlights

As usual, one of the conference highlights was the Research Forum. This year's forum featured an address by Anne Mathews, director of Library Programs at the U.S. Dept. of Education. Mathews presented a comprehensive overview of federally funded library and information science research, reviewing past funding emphases and suggesting where efforts are likely to be directed in the next decade.

Each year the ALISE Research Committee names the best research papers submitted in the previous year. Winning authors were Pamela Spence Richards of Rutgers who wrote a fascinating paper, "ASLIB at War: The Brief but Intrepid

(Continued on p. 240.)

White women working together on personal and institutional racism

by Carol Starr

American Libraries asked Carol Starr, former member of the American Libraries Advisory Committee, to write a brief account of this Social Responsibilities Round Table (SRRT) preconference and her experience there. An ALA councilor at large and long-time activist in the field, Starr is director of the Lompoc (Calif.) Public Library.

TWENTY WHITE WOMEN LIBRARIANS, including this writer, gathered at a private home in San Antonio on Friday, January 7, to spend a day focusing on their own racism. This special preconference, sponsored by the SRRT Feminist Task Force, developed as a response to a summer 1987 Preconference on Racism the Feminist Task Force had held in Berkeley.

Racism—institutionalized, subtle, taught and absorbed from birth on in conscious and unconscious ways—is still a problem prevailing among libraries and librarians. The summer 1987 group, a mixture of people of color, whites, women, and men, had wrestled with the question and suggested that the white women would do well to get together by themselves, the better to work on their growing awareness and means of change—this, rather than ask people of color once more to set aside their concerns and play educators while whites took the stage to deal with their problems. This issue of exclusivity was only one troubling aspect of a full 12-hour day that confronted participants with behaviors, beliefs, and historical stories of racism.

The workshop was facilitated by Frances Kendall, a consultant who conducts workshops on institutional racism for schools, libraries, health care facilities, police departments, and others. She carefully led our group through a structured day of discussions and exercises organized to help us think about things most of us would rather not think about.

One of the first concepts to grasp in depth is the many ways white people have automatic power and privilege in this

country, as the culture supports their mere existence as the norm. Whites needn't ask the grocery store clerks or bank tellers to be courteous to them, when the previous minute the clerks or tellers were rude to a person of color. It just happens. Understanding the insidious nature of this constant barrage of spoken and unspoken messages begins to frame the issue. A discussion on the differences between prejudice and racism, with participants calling out lists of traits, revealed a universal truth, Kendall said: i.e., that prejudice is a judgment or a judgment based on limited or no knowledge (stereotypes), while racism occurs when an institution or individual puts that prejudice into action (based on skin color).

Inherent racism

Kendall challenged us to work on what she calls our inherent racism. This concept of inherent racism is a difficult one to ac-

cled back to this point several times, the structure of the day called for us to move on to further topics and applications.

What was learned

I left, exhausted, at 10 p.m., somewhat uncomfortable, no doubt more enlightened, and yet glad that I had confronted a grey area in myself and shed some light on it. What did I learn? All of the above, plus the new understanding that people of color prefer to be called just that and not a "minority," and that one example of how to monitor our professional images of people of color is to notice how many library press illustrations or photos depict them (I'll look). And there were further thoughts to ponder, some related to hiring and training.

Racism, absorbed in a lifetime beginning at an early age, does not disappear with a one-day workshop. It is a subject to return to again and again in thought, and one to live out in actions and behavior

"[Inherent racism] becomes mixed up with personal feelings of self-worth, self-image, the idea that good people (per se) . . . do not act in a prejudiced way."

cept. It becomes mixed up with personal feelings of self-worth, self-image, the idea that good people (per se) are not prejudiced or do not act in a prejudiced way. Kendall asserts that by dialogue, asking questions, and raising concerns, insight and behavior changes can occur, and she reminded us, as hard as we may work to erase early programming, cultural mindset, and negative social patterns, we cannot expect to be congratulated for our efforts.

This concept of inherent racism was most troubling to me, and to others, too, I gathered from speaking with colleagues later. It would have been better to stop here and thrash this out. Perhaps that is asking too much, in terms of people being willing to bare their souls to 19 others, many of whom were strangers. While the group cir-

changes. Kendall says *White Awareness: A Handbook for Anti-Racism Training*, by Judy Katz (University of Oklahoma Press, 1978, \$10) is the best book on the subject. And she also recommends, for those interested in exploring the issue and confronting their own racism, a SRRT Feminist Task Force program in New Orleans, to be held Saturday, July 9, from 12:30 to 4 p.m. The program, "Librarians as Colleagues across Racial Lines: Strategies for Action," will feature keynote speakers Aileen Hernandez from San Francisco and Elizabeth Martinez-Smith, director of Orange County (Calif.) Library. A panel of representatives from the ALA Black Caucus & REFORMA, among others, will speak on issues of recruitment, publishing, setting a national agenda, and coalition building. □

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LIB. DIR., Brookings (S.D.) Pub. Lib. Serves countywide pop. of 25,000 in east-central S.D. univ. community. Col-lection of 70,000 vols., annual circ. of 190,000, \$350,000 budget, staff of 10, OCLC. 2 projects underway: building addition & implementation of statewide automation network. Min. reqs.: MLS from ALA-accred. program & 3 yrs.' lib. administration exp. Other desirable qual. are demon. PR skills, exp. w/automated lib. systems, building planning, & pub. lib. programming. Salary range: \$28,000-\$31,000, w/excellent ben. Complete job description will be forwarded upon request. Send ltr. of appl., res., & names of 3 ref. by March 31 to: Mary K. Cecil, Chair, Brookings Pub. Lib. Bd. of Trustees, 515 Third St., Brookings, SD 57006-2077. An equal-opportunity, affirmative-action employer.

ASST. DIR./HEAD, EXTENSION SERVICES. Medium-sized pub. lib. in the midst of exciting growing process seeks ALA-MLS w/min. 3 yrs.' pub. lib. exp. incl. supervising. Will share in admin. of lib. in addition to managing 4 branches, Mail-a-Book, etc. \$20,000-\$23,000 per year plus retirement pickup for equiv. salary 8.5% higher than listed. Dead-line March 31. Send resume & 3 ref. to: Peg Harmon, Dir., John McIntire PL, 220 N. 5th St., Zanesville, OH 43701.

ASST. DIRECTOR FOR STATE/FEDERAL PROGRAMS. Administer state/federal grant programs. Supervise statewide programs of lib. building construction, institutional lib. development, & establishment grants to emerging pub. libs. Monitors local pub. lib. audits/financial statements for compliance w/regulations/grant conditions. Req. ALA-accred. MLS & eligibility for Virginia certification. Exp. w/grant programs & working knowledge of accounting procedures desirable. Salary: \$29,906-\$40,850. State employment appl. req'd. by April 8. Contact: Personnel Officer, Virginia State Lib. & Archives, Richmond, VA 23219; 804-786-3336. EEO, AA employer.

OUTREACH LN. at the Rocky River (Ohio) Pub. Lib. Our west suburban Cleveland location offers a rare professional opportunity to service adults unable to regularly visit the building. The ideal candidate must empathize w/our com-munity's senior citizens & will also bring a creative strength & an obvious dedication to this position. An ALA-accred. MLS is req'd. for this \$19,000/yr., entry-level challenge to grow in public service. If you have both the credentials & the concerns necessary for this permanent appt., please contact: Michael G. Garrison, Director, Rocky River Pub. Lib., 1600 Hampton Rd., Rocky River, OH 44116-2699.

TECHNICAL SERVICES LN. Will supervise paraprofessionals in acqs., cataloging, & serials. Oversee processing of 40,000-vol. gift collection & infusion of mat'ls. during major collection development effort. Team member for selec-tion of automated system. 2 yrs.' relevant exp. req'd. Salary \$24,000-\$27,000. Review of appls. began Feb. 1. Available July. Send resume & 3 letters of recommendation to: Office of the Provost, Shawnee State Univ., 940 Second St., Portsmouth, OH 45662. Affirmative-action, equal-opportunity employer. Minorities encouraged to apply.

CIRC./AUTOMATION LN. Supervise paraprofessionals in circ. dept. Team leader for selection/implementation of auto-mated lib. system. Knowl. of automated systems & circ. exp. req'd. Salary \$20,000-\$25,000. Review of appls. began Feb. 1. Available July. Send resume & 3 letters of recommendation to: Office of the Provost, Shawnee State Univ., 940 Second St., Portsmouth, OH 45662. Affirmative-action, equal-opportunity employer. Minorities encouraged to apply.

LATE JOB NOTICES CONTINUED ON PAGE 186.

TECH. PROCESSING COORD./DATABASE MANAGER. Kansas City (Mo.) Pub. Lib. seeks a coord. to oversee the bibl. & item databases, systemwide acqs., inventory, cataloging, & physical processing. Resp. incl. plng., coordinating, monitoring, & evaluating tech. processing & cataloging unit goals; will direct the work of 15 support svcs. staff members; will provide leadership in the creation of electronic database & assure acq. of accurate, cost-effective cataloging & authority records. Position reqs. individual w/demon. abil. to lead & direct personnel, possession of considerable knowl. of lib. tech. svcs. w/emphasis on lib. computer technology. Also reqs. MLS or equiv. combination of adv. degree & approp. work exp. Starting salary range: \$2,605-\$2,996 monthly. Good ben. Apply w/ltr. of appl. & res. by March 31 to: Patricia Mulsoff, Human Resources Coord., Kansas City Pub. Lib., 311 E. 12th St., Kansas City, MO 64106.

PROGRAM SVCS. COORD., Kansas City (Mo.) Pub. Lib. Admin. position reporting to the lib. dir. Resp. incl. working w/community organizations, developing & funding programs which provide service or enrich & amplify use of lib. collection; planning, coordinating, scheduling, & evaluating adult lib. programs systemwide; providing ldrshp. in plng., implementing, & evaluating new systemwide programmatic initiatives; assisting in dvpt. & coordination of displays, exhibits, & reading lists. Will participate in lib.'s mgmt. structure. Req'd.: considerable exp. in lib. pub. services, programming & project management, & record of demon. effectiveness in leading & directing personnel, maintaining effective internal work relationships. Also reqs. MLS or equiv. combination of adv. degree & approp. work exp. Starting sal. range: \$2,605-\$2,996 monthly. Good ben. Apply w/ltr. of appl. & res. by March 31 to: Patricia Mulsoff, Human Resources Coord., Kansas City Pub. Lib., 311 E. 12th St., Kansas City, MO 64106.

LN. I, HISTORY & GENEALOGY DEPT., for the St. Louis Pub. Lib. This is an entry-level position for a ref. ln. in the history & genealogy dept. of a large urban central library. Duties incl. ref. & info. service, collection dvpt. & mat'ls. selection, preparation of bibliographies, & participation in staff committees, budgeting, & long-range planning. Qual.: accred. MLS, undergrad. background in history or American studies, knowl. of general & subject-specific ref. tools, good interpersonal & communication skills. Salary: \$18,687-\$25,482. Benefits incl. 3 weeks' paid vacation, medical, dental, & life insurance. Appl. deadline is April 30. Send cover letter, resume, & names of 3 ref. (incl. telephone numbers) to: Acting Dir. of Human Resources, St. Louis Pub. Lib., 1301 Olive St., St. Louis, MO 63103. St. Louis City is a large urban area w/a multiethnic pop. of 425,000. St. Louis City residency req'd. within 90 days of accepting appt. The St. Louis Pub. Lib. is an affirmative-action, equal-employment-opportunity employer.

ASST. DIR. Progressive, automated Long Island lib. seeks prof. to assist in the direction of a multibranch system serving an urban-suburban school district of 40,000. Candidates must have an MLS & 5 yrs.' progressively responsible pub. lib. exp., 2 of which were in a supervisory capacity. Civil service exam req'd. Job description available. Salary range \$29,000-\$33,000. Paid health & retirement plans. Liberal vacation allowance. By April 4, send resume & 3 ref. to: George Trepp, Long Beach Pub. Lib., 111 W. Park Ave., Long Beach, NY 11561.

ASSOC. DIRECTOR for univ. lib. engaged in major new building & automation project; full-time administrative position w/broad responsibilities in areas of facilities management, personnel management, development, PR, budget, & general admin.; reports to director & has overall responsibility for lib. operations in director's absence. Requires MLS & min. 5 yrs.' prof. exp. w/significant management responsibility, excellent communication & interpersonal skills, service orientation, enthusiasm, initiative. Facility &/or automation planning exp. highly desirable. \$30,000 min. (12 mo.). To ensure consideration, forward letter of appl. stating salary expectations & 3 ref. by March 31 to: Ellen Gallagher, Personnel Dept., Gonzaga Univ., Spokane, WA 99258.

CHILDREN'S LN. Head of 3-person dept. Love of children's literature, committed to programming & adaptable toward public access & lib. automation. Euclid, neighboring Cleveland, both loves & uses its lib. & will welcome our new children's ln. ALA-accred. MLS & exp. in children's lib. work req'd. Salary: \$20,125-\$27,169. Position open due to retirement & available Sept. 1. Deadline April 22. Letter of appl., resume, names of 3 ref. to: Donna Perdsock, Head of Main Lib., Euclid Pub. Lib., 631 E. 222 St., Euclid, OH 44123. EEO employer.

ASSISTANT LN. I. Public-service-minded person to coordinate & provide ref. incl. database searching & do collection development & acqs.; promotion of faculty/lib. coop.; bibl. instruction; general involvement w/automated circulation system; instructional mat'ls. center. ALA-accred. MLS. Some evening & weekend hrs. Salary: \$19,000+. Customary benefits. Lib. holds 200,000 vols. Position available immediately. Send letter, resume, names of 3 ref. to: Kenneth C. Conroy, Acad. Dean, Quincy Col., 1800 College Ave., Quincy, IL 62301. EOE.

ASSISTANT DIRECTOR FOR PUBLIC SERVICES, Michigan City (Ind.) Pub. Lib. Prize-winning lib. seeking assistant director for public services. Minimum: MLS, at least 3-5 yrs.' exp., incl. supervisory. Resp. incl. public services & public programming; grants development; & supervision of AV, graphics, public access cable television studio, & youth services. Exp. in automation, ref., & databases also helpful. Salary: negotiable \$23,500 & up, dep. upon exp.; w/ben. Send resume & 3 ref. to: Charles De Young, Dir., Michigan City Pub. Lib., 100 E. 4th St., Michigan City, IN 46360. The lib. is an equal-opportunity employer.

ASST. TO DEPUTY DIR. OF LIBS. (entry-level). Resp. incl. working w/deputy dir. & his secretary to ensure smooth operation of instructional & research services div. Represent the deputy dir. in a tactful, confidential, & effective manner. Draft, revise, or improve reports, studies, memoranda, & other documents. Prepare, coordinate, & edit all manner of pub. info. & assist in management of the lib.'s publication program. Independently or in a supporting role, coordinate & bring to conclusion a variety of projects. Plan & coordinate meetings & events & act as secretary on lib. cmtes. as req'd. Excellent written & oral communication skills req'd. Demon. abil. to plan, organize, prioritize, & produce is essential. Working knowl. of statistics & analytical methods necessary. MLS from an ALA-accred. lib. school or equiv. req'd. Beginning sal. range: Asst. Ln. \$25,800-\$35,800; Assoc. Ln. \$28,600-\$39,800 (dep. on qual.). Closing date for appls. is April 1. Send cover ltr. & res. w/names of 3 prof. ref. to: Irene Yeh, Asst. Lib. Persnl. Officer, Stanford U. Libs., Stanford CA 94305-6004. Cite #319-AL on all correspondence. EEO, AAE.

HEAD, MUSIC CATALOGING SECTION. Responsible for planning, supervision, & training of 3.75 section staff. MLS or equivalent, BA in music or equivalent (grad. degree pref.). 3 yrs.' original cataloging of music mat'ls. using an automated system, AACR2, LC class./LC subject headings, & MARC formats. Supervisory exp. pref., abil. to train req'd. Effective communication & human relations skills. Working knowl. of one major Western European lang. req'd. (German pref.). Assoc. Ln. (\$28,600-\$39,800) or Ln. (\$32,600-\$48,100); rank dep. on qual. Send letter of appl., res., & names of 3 prof. ref. by April 1 to: Irene Yeh, Asst. Lib. Personnel Officer, Stanford Univ. Libs., Stanford, CA 94305-6004. Cite #318-AL on all correspondence. EEO, AAE.

DIR. OF TECHNICAL & AUTOMATED SERVICES, Baylor Univ. New position available June 1. Nominations & appls. are invited for dir. of technical & automated services. Resp. incl.: management of technical service operations in acq., catalog, & serials depts.; planning, implementation, & operation of the lib.'s automated systems; liaison w/Baylor's computer center, bibl. utilities, & vendors; participation w/other lib. directors in general lib. planning. Qual. incl.: ALA-accred. MLS; min. of 5 yrs.' recent technical service exp. in an acad. lib., incl. 3 yrs. as dept. head; comprehensive knowl. of lib. automation & tech. services operations; exp. w/OCLC or other major bibl. utility; relevant exp. w/automated lib. systems. Salary: \$33,000 min., dep. on qual. 12-mo. contract; acad. status & rank; tenure track. Excellent benefit package. Review of candidates will begin March 31. Send letter of appl., resume, & names of 3 ref. to: Sheila Slater, Chair of Technical Services Search Committee, Baylor Univ., Moody Memorial Lib., Box 6307, Waco, TX 76706. Baylor Univ. is an AA, EEO employer.

ASSISTANT LIB. DIRECTOR. Very progressive suburban lib. system in northwest Columbus, Ohio. MLS, 4-5 yrs.' exp., business & automation (HP-VTLIS) background a plus. Challenging opportunity in a stimulating area--Ohio State Univ., OCLC, Battelle, Chemical Abstracts, etc. Excellent benefits. Salary \$25,000 minimum. Write: Mr. Walker, Upper Arlington Pub. Lib., 2800 Tremont Rd., Columbus, OH 43221; 614-486-0900.

LN. VTLIS, Inc., has an immediate opening for a ln. to serve as a member of our customer management team. Primary resp. incl. planning & coordinating new system installation, providing in-house & new user training sessions, & providing technical assistance to VTLIS users. Additional duties incl. interaction w/VTLIS development & marketing staff on lib.-related issues, & general participation in the deliverance of services to VTLIS users. Preference given to those candidates w/2-5 yrs.' pub. lib. exp. Acqs. & automated systems exp. is desirable. Salary range of \$24,000-\$30,000; complete benefits package. Send resume along w/3 ref. to: Barbara Scheid, VTLIS, Inc., Innovation Ctr., Virginia Tech Research Ctr., Kraft Dr., Blacksburg, VA 24060.

HEAD, CATALOGING SECTION, Michel Orradre Lib., Santa Clara Univ. Manages operation of catalog section; supervises 4 FTE nonexempt staff; serves as primary lib. spokesperson on cataloging issues related to lib. automation; ensures maint. of authority control; does limited amount of original cataloging. Qualified candidates must have MLS from ALA-accred. program & 3-5 yrs.' relevant exp. Prior cataloging exp. w/OCLC or RLIN (OCLC preferred), supervisory/management exp., strong interpersonal & communication skills, & a commitment to staff development are req'd. Exp. in planning general lib. automation & in cataloging nonprint mat'ls. is highly desirable. Appt. at rank of Senior Asst. or Assoc. Ln., dep. upon qual. 1987-88 salary range \$24,916-\$39,463. Appl. deadline: May 1. Apply to: Elizabeth M. Salzer, Univ. Ln., Orradre Lib., Santa Clara Univ., Santa Clara, CA 95053. SCU is an AA, EO employer.

LN. I (ASSISTANT DIRECTOR). Position available immediately in Oneonta, a small city of 15,000 w/2 colleges located in central New York; cultural activities are a major strength of the area, & the proximity to Binghamton & Albany are added attractions. We are seeking a people-oriented individual who is energetic, resourceful, & has ref. skills for this rapidly growing lib. The lib. is presently undergoing conversion for DRA automation; collection of 65,000 & 12 FTE. Duties incl.: ref., interloan, automation tasks, assisting director, book ordering, etc. Some knowledge of computers would be helpful. Salary: \$15,000 plus excellent benefits package, ALA-MLS, civil service. Submit resume & ref. to: Marie Bruce Bruni, Director, Huntington Mem'l. Lib., 62 Chestnut St., Oneonta, NY 13820.

SERIALS CATALOGER, LN. I, Harvard Business School Lib. Resp. for all serials cataloging under the supervision of the head of cataloging. Participates in CONSER, works w/OCLC, & the Baker Lib.'s in-house serials system during transition to an automated online system. Qual.: MLS from ALA-accred. school, exp. using LC class., AACR2, OCLC, or RLIN. CONSER exp. desirable. Reading knowl. of German &/or French. Previous exp. w/an online automated lib. system desirable. Excellent interpersonal & organizational skills essential. Salary \$20,500 min. Send appl. & res. w/names, addrs., & ph. nos. of 3 current ref. by April 15 to: Emma Bradford Perry, Assoc. Ln. for Admin., Baker Lib., Harvard Bus. School, Boston, MA 02163. Harvard Univ. is an equal-opportunity employer.

TECHNICAL SERVICES/AUTOMATION SUPERVISOR. Responsible for acquisition, processing, & cataloging in 5-person dept. To take major role in implementation & maint. of automated lib. system. ALA-accred. MLS, familiarity w/AACR2, OCLC, & min. 3 yrs.' increasingly responsible supervisory exp. req'd. PERS, 22 vacation days, paid medical, life. \$25,000 min. dep. upon qual. Will interview at PLA in Pittsburgh, April 28-29. Send letter of appl., resume, & 3 ref. to: Luren Dickinson, Director, Findlay/Hancock County Pub. Lib., 206 Broadway, Findlay, OH 45840. EOE.

CAREER OPPORTUNITIES

Guidelines

A salary range is required for all "Positions Open" ads per the guidelines of the American Library Association. "Faculty rank" and "status" are variable and should be explored carefully by applicants. ALA opposes residency requirements. Direct or implied biases will be edited out of ads. Job titles should reflect responsibilities as defined in ALA personnel guidelines.

General Deadline for Copy

Copy must be received by the 5th of the month preceding date of issue. (Job openings subsequently filled can be stamped "Filled" up to three weeks preceding date of issue; advertiser is billed for original ad.)

Late Job Notices: Space permitting, Late Jobs are taken by phone only, beginning on the 10th.

Address

Contact: Beverly Goldberg, LEADS, American Libraries, 50 E. Huron St., Chicago, IL 60611; 312-944-6780 x326 (toll-free 800-545-2433; in Ill. only 800-545-2444; in Canada 800-545-2455); Telex: 490-999-2040 ALA UI (TWX prefix 710).

Electronic Mail: ALANET subscribers can 1) address a memo to our ALLEADS mailbox or 2) complete the LEADSAD online order form.

Rates: Line-by-line, \$5/line; ALA institutional members receive 20% discount (\$4/line). Display: Boxes, larger type, prominent format. \$50/column inch. ALA institutional members receive 20% discount (\$40/column inch). Other rates: see AL, Feb., p. 116, or contact LEADS editor.

JOBLINES

Joblines will appear in full whenever space

permits. They will appear in abbreviated form (as below) the rest of the year to make room for expanded Positions Open listings.

NOTE: AL does not supply job lists or forward jobs to clearinghouses. For complete

Joblines, see Feb. AL, p. 116.

ASIS, ASIS Hdqtrs., 1424 16 St. NW, Suite 404, Washington, DC 20036; **Ariz.**, 602-278-1327, see also Mountain Plains; **ACRL**, 312-

944-6795; **Br. Columbia**, 604-430-6411; **Calif.**, 916-443-1222 or 818-797-4602; **CMLEA**, 415-697-8832; (**Calif.**) **San Andreas-S.F. Bay/SLA**, 408-378-8854 or 415-391-7441; **S. Calif./SLA**, 818-795-2145; **Canadian Assn. of Special Libs. & Info. Svcs./Ottawa Chap.**, 613-237-3688; **Colo.**, 303-866-6741, see also Mountain Plains; **Conn.**, 203-727-9675; (**D.C.**) **Metro. Wash.**, 202-223-2272; **Del.**, 302-736-4748 x69 (in Del. only, 800-282-8696); **Drexel Univ.**, 215-895-1672; **Fla.**, 904-488-5232; **Ill.**, 312-828-0930; **Institutional Libs.**, S. Carlson, R.I. Dept. of State Lib. Svcs., 95 Davis St., Providence 02908; **Ia.**, C. Emerson, State Lib. of Iowa, Historical Bldg., Des Moines 50319; **Kans.**, see Mountain Plains; **Mid.**, 301-685-5760; **Mich.**, 517-694-7440; **Midwest**, 317-926-8770; **Mo.**, 314-442-6590; **Mont.**, see Mountain Plains; **Mountain Plains**, 605-677-5757; **Nebr.**, 402-471-2045, see also Mountain Plains; **New Eng.**, 617-738-3148; **Nev.**, see Mountain Plains; **N.J.**, 609-695-2121; **N.Y.**, 212-227-8483; **N.Y. Chap./SLA**, 212-214-4226; **N.C.**, 919-733-6410; **N.D.**, see Mountain Plains; **Okl.**, 405-521-4202; **Ore.**, 503-585-2232; **PNLA**, 206-543-2890; **Pa.**, 717-234-4646; **PLA**, 312-664-5627; **R.I.**, C. Schoonover, c/o Kingston Free Lib., 1329 Kingstown Rd., Kingston 02881; **Rural Libs.**, M. Jaugstetter, Col. of Lib. Sci., Clarion Univ. of Pa., 16214; **S.C.**, Univ. of, 803-777-8443; **S.D.**, see Mountain Plains; **SLA**, 202-234-3632; **Tex.**, 512-463-5470; **Utah**, see Mountain Plains; **Vet. Admin. Lib. Network**, 202-233-2820; **Va.**, 703-370-7267; **W. Va.**, call Pa. Coop. Job Hotline; **Wyo.**, see Mountain Plains.

POSITIONS WANTED

CONSULTANT: Expert in Children's Services; organization and operation of school libraries. MLS and teaching certification (K-12). 18 yrs.' experience establishing Media Centers and originating library units and course of study. Desire to share the expertise gained as a Children's Librarian. Reply to: Box-970-W, c/o LEADS editor, *American Libraries*.

LIBRARIAN—BS/Ed, MA/Lib, DMS/MANAGEMENT—18 yrs.' experience in university/public libraries in US/UK, various positions, acquisitions, technical services, computerization, etc. Need challenging position in any aspect of information services anywhere warm in the world. D. D. Usher, Liaison Librarian—System Centre, Birmingham Public Library, Birmingham B3 3HQ, England.

ALA-MLS MAY 1988 seeks corporate librarian position in Florida. Relocating in the autumn of 1988 to the Tampa area or similar economic center, exact location dependent upon employment. Computer knowledgeable in Dialog, NEXIS, and LEXIS. Please contact: Elizabeth K. Bisogno, 81 Wellington Road, East Brunswick, NJ 08816.

POSITIONS OPEN

ACADEMIC LIBRARY

Assistant director: Chalmer Davee Library, University of Wisconsin/River Falls, a university of 5,200 undergraduate and graduate students and 400 faculty. Position reports to the director of the library and is responsible for supervising public services and overseeing library automation and computerized activities. **QUALIFICATIONS:** ALA-accredited MLS; 2nd master's preferred. 5 yrs.' experience, with at least 2 yrs.' supervisory responsibility. Experience and knowledge of library automation required. Excellent written and oral communication and interpersonal skills as well as a sense of humor essential. Location: 30 miles east of Minneapolis—St. Paul metropolitan area in a small friendly community of 11,000. Salary: \$29,000—\$36,000 range depending on

qualifications. Liberal benefits. Academic Staff, 12-mo., renewable appointment beginning June 1. **Deadline: April 15** or until filled. Send letter of application, resume, and names of at least 3 professional references to: Jane Peirce, Library Search & Screen Committee, UW/River Falls, River Falls, WI 54022; 715-425-3552. AA, EOE. Women and minorities are encouraged to apply.

Assistant director for bibliographic instruction and reference. DUTIES: To exercise administrative leadership responsibility and to act as a subject specialist in a technology or social science area. **QUALIFICATIONS:** Graduate degree in a technology or social science discipline and MLS from ALA-accredited school. Minimum of 2 yrs.' administrative experience in an academic library. Teaching, interpersonal relations, and communication skills important. The University of Toledo is a state university of 21,000 students offering associate, bachelor, professional, and doctorate degrees in 8 colleges. Faculty status; 12-mo. contract; very liberal fringe benefits; salary about \$35,000 depending on qualifications. Position available July 1. **Send resume and names of at least 3 references by April 15** to: Leslie W. Sheridan, Search Committee Chair, **Carlson Library, The University of Toledo, Toledo, OH 43606.** The University of Toledo is an equal-opportunity, affirmative-action employer.

Assistant director for public services. Provides creative leadership in planning, developing, and administering the public services division, which consists of 4 departments: social sciences and humanities, sciences and technology, interlibrary loan, and access services, and is comprised of 18 professional librarians and 31 support staff positions. Coordinates and evaluates ongoing programs of reference, bibliographic instruction, database searching, and book selection; interlibrary loan; and general access services including circulation and preservation. Monitors new developments in public services, planning and recommending new programs and procedures as appropriate. Acts as liaison in networking and resource-sharing consortia. Assists and advises in general administration of libraries. Tenure-track, 12-mo. faculty appointment. Rank and salary commensurate with experience, \$40,000 range. Requires ALA-accredited degree; 5 yrs.' appropriate professional public services experience; demonstrated managerial skills particularly in budgeting, planning, staffing, and supervision with substantial knowledge/experience in relevant areas; knowledge/experience with bibliographic utilities, automated systems, and online services; demonstrated interpersonal skills, including ability to work in a collegial setting as a group or team member, and ability to communicate effectively. Leadership ability. Demonstrated commitment to service. Appreciation of the diverse library and information needs of faculty, staff, and students in support of instruction, research, and scholarship. A record of achievement sufficient to meet the requirements for appointment at the rank of Associate Professor or Professor is desirable. Benefits include paid medical, life, and personal disability insurance; optional deferred compensation; mandatory enrollment in state of Colorado retirement plan (PERA); 24 days' vacation annually; 15 days' sick leave annually; and opportunities for advanced academic work. **Deadline for receipt of applications is April 18.** Submit letter of application, resume, evidence of ALA-accredited degree, and names, addresses, and telephone numbers of 3 references to: **Libraries Personnel Office, Colorado State University Libraries, Fort Collins, CO 80523; 303-491-1834.** Colorado State University is an equal-opportunity, affirmative-action employer.

Assistant director, university libraries, Graduate Library for Public Affairs and Policy (GLPP). **RESPONSIBILITIES:** The assistant director, GLPP, is responsible for the admin-

istration of a library serving the informational needs of the faculty and graduate students of the Nelson A. Rockefeller College of Public Affairs and Policy and its constituent programs and schools: Criminal Justice, Information Science and Policy, Public Affairs (including departments of Political Science, Public Administration, and Public Affairs), and Social Welfare. The university libraries are aggressively building resources (including books, periodicals, online databases, and the Archives of Public Affairs and Policy) to support research at Rockefeller College; the assistant director, GLPP, will act as liaison officer with senior university libraries faculty responsible for systemwide collection development, technical services, and public services. Maintains close liaison with provost and deans of schools in Rockefeller College. As a member of Director's Administrative Group, the assistant director, GLPP, participates in librarywide planning and administrative activities and assumes primary responsibility for managing staff resources and all GLPP operations. This includes leadership in providing effective access to library materials, and proper use of available facilities. The assistant director, GLPP, may be expected to assume additional duties such as bibliographic responsibilities for specific subject areas. Library faculty at the University at Albany, State University of New York, are expected to fulfill faculty obligations in one or more of the areas of teaching, research, and service as well as specific library assignments. **QUALIFICATIONS REQUIRED:** MLS from ALA-accredited school of library and/or information science. Minimum 3 yrs.' relevant administrative experience in college, university, or research library; knowledge of computer applications to library services; skills in communication and a record of scholarly achievements and contributions. Preference will be given to candidates with library experience and/or graduate degree(s) in a subject related to the mission of Rockefeller College; familiarity with the availability and use of legal and public affairs and policy material to support graduate and research programs. **SALARY:** Commensurate with qualifications and experience. Minimum: \$30,000 plus \$2,000 stipend for the duration of the administrative appointment. Position available: Aug. 1. **DEADLINE: Review of letters of application, list of 3 references, and current resume will begin on April 8.** Apply to: Christine M. Travis, Library Personnel Officer, **University Libraries, Room 139, The University at Albany, State University of New York, 1400 Washington Ave., Albany, NY 12222.** The University at Albany, State University of New York, is an equal-opportunity, affirmative-action employer. Applications from women, minority persons, handicapped persons, special disabled, and Vietnam-era veterans are especially welcome.

Assistant public services librarian. Entry-level position. Reports to the head of public services. Maintains interlibrary loan services and administers all gift material. Provides general reference service and introductory bibliographic instruction to freshman English classes. The assignment will include some evening work. This position will also serve as a liaison to the community and area school systems. Qualifications include: MLS; experience in community college or public library and familiarity with government documents desirable; strong interpersonal skills. 12-mo., tenure-track, faculty appointment commencing Aug. 1. Applications will be received until the position is filled. Minimum salary of \$20,000. Send letter of application, resume, and letters of reference to: **Office of Employee Relations, Lake Superior State University, Administration Building, Sault Ste. Marie, MI 49783.** An equal-opportunity, affirmative-action employer.

Associate Librarian II, reference, University of Maryland/College Park Libraries. The University of Maryland/College Park Libraries invites nominations and applications for an Associate Librarian II, reference. **RESPON-**

SIBILITIES: Provides general reference assistance; offers instruction in the use of library resources; selects library materials for the General Reading Collection and carries out other collection management functions in assigned fields; searches machine-readable databases; maintains liaison with faculty; conducts special reference projects including a 2-year pilot developing, coordinating, and implementing workshops and instructional programs for novice users of automated reference services. **QUALIFICATIONS required:** MLS from an ALA-accredited program. One yr.'s professional library experience to include reference experience, experience with online database searching, and experience in teaching or library instruction. Demonstrated ability in effective oral and written communication and strong public service orientation. **Preferred:** Demonstrated experience with the use of automation or AV technology in development of instructional aids and experience in collection management activity. **SALARY:** \$21,964 minimum. Salary commensurate with experience. Excellent fringe benefits. **For full consideration, submit resume and names/addresses of 3 references by March 31 to:** Virginia Sojodehei, Personnel Librarian, **McKeldin Library, University of Maryland, College Park, MD 20742.** The University of Maryland is an affirmative-action, equal-opportunity employer.

Audiovisual librarian for liberal arts college of 1,100 students. Open Sept. 1. Successful candidate must have ALA-accredited master's degree, be service oriented, and enjoy working with both students and faculty. Responsible for the college's audiovisual program. Some experience with audiovisual is desirable. Some evening and weekend reference work in rotation with other librarians. 9-mo. appointment. Faculty rank and minimum salary of \$15,500 plus liberal fringe benefits. Cornell College is a progressive and dynamic institution with a beautiful and historic campus located in a very desirable community in a scenic part of Iowa. **Screening will begin March 15.** Send letter of application with resume, 3 letters of recommendation, and copies of credentials and transcripts to: Thomas M. Shaw, Director of Library Services, **Cornell College, Mount Vernon, IA 52314.**

Bibliographic instruction and reference librarian. The University of Wisconsin/Superior invites applications and nominations for the position of bibliographic instruction and reference librarian. For the service-oriented librarian who likes a small university environment, this position offers a wide range of opportunities and responsibilities. This librarian will also teach in the library science program (an undergraduate minor), and provide reference service at a central desk, including regularly scheduled night and weekend assignments. Faculty-rank, tenure-track position; the librarian who holds the position should be able to satisfy tenure and promotion requirements and will be expected to participate in teaching, research, and service as a full member of the university faculty. The position requires a master's degree in library science from an ALA-accredited institution, experience in, or familiarity with, bibliographic instruction programs, and good communication and human relations skills. A 2nd master's degree is desirable as is experience with, or knowledge of, database searching. Position available July 1. Salary \$20,000 minimum for 12-mo. appointment. Attractive fringe benefit package. **Closing date for applications: April 15.** Letters of application should include a resume and a list of 3 references. Send letter of application or nomination to: Bob Carmack, Director of Library and Media Resources, **University of Wisconsin/Superior, Superior, WI 54880.** The University of Wisconsin/Superior, located on the shores of Lake Superior in beautiful northern Wisconsin, is an equal-employment-opportunity, affirmative-action employer.



Head, Science and Engineering Library

Position #116

The University of Southern California is seeking a librarian as head of Science and Engineering Library. Reporting to AUL for public services, manages Science and Engineering Library. Has overall managerial responsibilities for Hancock Library of Biology and Oceanography. Science and Engineering Library houses primary collection of science, engineering, neural, informational, and behavioral sciences materials. Responsible for 5 librarians, 9 staff, and student assistants. Supervises collection development activities, including approval plans, reference, and circulation functions. Maintains close liaison with faculty departments. Supervises bibliographic instruction, database searching, and participates in university library committees and task forces. MLS from ALA-accredited program; 2nd master's in life sciences, engineering, or biomedical disciplines; undergraduate degree in one science. Minimum 5 yrs.' professional library experience, 2 yrs.' public services, preferably in academic scientific/medical library. Knowledge of bibliographic control and information sources in science or medicine, database searching experience.

Rank and salary negotiable, depending on experience. Minimum salary for Librarian II \$28,500; Librarian III \$33,800, plus benefits.

Position open immediately and will remain open until filled. Submit letter of application, resume, and 3 references to: **Carolyn J. Henderson, Director of Personnel and Organizational Development, Doheny Memorial Library, University of Southern California, University Park, Los Angeles, CA 90089-0182.** Please refer to Position #116CLE on all correspondence.

AA, EOE

Business reference librarian. RESPONSIBILITIES: The business reference librarian will use professional skills in support of the business programs on campus. Collection development, specialized reference work, computer-assisted research, and specialized bibliographic instruction are part of faculty liaison responsibilities. The successful candidate will work with the library's Business Partners Program and will be involved in general reference work and bibliographic instruction. Faculty responsibility includes professional service and scholarly work. **QUALIFICATIONS:** An ALA-accredited master's degree and an academic degree or experience in accounting, finance, or business are required. Preferred are reference, online searching, collection development, and teaching experience. **BACKGROUND:** The Auraria Library occupies a unique position as the central point of information services in support of the programs of 3 diverse academic institutions on one campus as well as being the only academic library in the Denver downtown area. The Auraria Library is administered by the University of Colorado at Denver and also serves Metropolitan State College and the Community College of Denver with a combined student FTE of approximately 20,000 with 1,050 FTE faculty. The 23 library faculty and 95 FTE library staff of the Auraria Library are developing a number of innovative programs stressing a service-oriented approach. The library participates in a cooperative, integrated online catalog system with the Colorado Alliance of Research Libraries. The business programs on campus offer introductory-through master's-level courses. Salary: \$21,600-\$27,300 for a 12-mo. faculty appointment, negotiated depending on education and experience. Tuition benefits, sick leave, 22 vacation days, TIAA/CREF. Position will open July 1. Recruitment will remain open until the position is filled. **For first consideration, please send letter of application, resume, and names, addresses, and telephone numbers of 3 references, postmarked by March 31, to:** Rutherford Witthus, **Auraria Library, Lawrence at 11th, Denver, CO 80204.** The University of Colorado at Denver is an AA, EEO employer.

Catalog librarian, Ball State University, Muncie, Ind. Responsible for cataloging and classifying print and nonprint library materials. Will create and maintain authority records, contribute to development of new procedures and cataloging manuals for automated environment, develop plans for and participate in cataloging of previously uncataloged kinds of materials. **REQUIREMENTS:** MLS from an ALA-accredited program; knowledge of MARC formats, AACR2, and LC classification and subject headings; knowledge of automated cataloging using a national bibliographic utility,

such as OCLC. **PREFER:** Interest or experience in cataloging nonprint materials, serials, music, maps, or government documents. Working knowledge of a Western European language, automation in library technical services, 2nd master's degree. Salary: Negotiable; minimum is \$20,000 for 12-mo. appointment. Good fringe benefits. Possible faculty rank and status with tenure-track appointment with 2nd master's degree. Review of applications will begin immediately and continue until the position is filled. **SEND:** Resume, graduate degree transcripts (unofficial copies acceptable), and list of 3 references, including addresses and telephone numbers, to: Nyal Williams, Chair, **Dept. of Library Service, Ball State University, Muncie, IN 47306.** Ball State University practices equal opportunity in education and employment.

Catalog librarian, Wabash College. Principal cataloger of monographs, musical scores, and AV formats using the OCLC system, AACR2, and Library of Congress classification. Cataloging assistance provided by clerks and students trained and supervised by the catalog librarian. Also responsible for catalog maintenance and directing retrospective conversion project (using OCLC microcon system) for installation of an electronic catalog in the 1990s. Assists in providing reference service. **QUALIFICATIONS:** Cataloging experience required; organizational skills; broad, informed intellectual interests evidenced by a record of strong preparation, at least at the undergraduate level, in a liberal arts discipline. MLS from ALA-accredited school. Position available July 1. Salary negotiable with minimum of \$20,000, initial 2-year appointment, 11-mo. work year, associated faculty rank with all faculty privileges except tenure and sabbatical leave, good fringe benefits. **Send letter of application, resume, and at least 3 letters of reference before April 1 to:** Larry Frye, **Lilly Library, Wabash College, POB 352, Crawfordsville, IN 47933.** The college is recognized nationally for its commitment to excellence in undergraduate education. Women and minorities encouraged to apply. EOE.

Cataloger or head of cataloging/Chinese law bibliographer in the law library of the University of California/Los Angeles. **DUTIES—cataloging (80%):** Performs original cataloging of monographs and serials in all formats (books, microforms, AV materials, etc.). When necessary, performs copy cataloging on LC and participant libraries' records. Contributes records to NACO, CONSER, and ENHANCE where applicable. Maintains library catalogs, both manual and online, including creation of authority records online. Depending on experience and qualifications,

Associate Director for Information and Research Services

DePaul University • Chicago, Ill.

Under the general direction of the director of libraries, the associate director for information and research services has major administrative and general supervisory responsibilities for the division which includes the departments of audiovisual services, instruction, reference, and special collections/university archives (17 FTE librarians and 15 FTE clerical staff). The associate director is responsible for overall personnel administration of divisional staff, including annual evaluation and salary recommendations; preparation of the annual budget for information and research services at the 4 library locations in Chicago and 2 suburbs. With the director and the associate director of systems and access services, the associate director participates in overall planning and policy determination and implementation for the libraries, including planning for a new library building and renovation of existing space. **QUALIFICATIONS:** ALA-accredited MLS required; additional subject master's preferred; minimum 5 yrs.' increasing responsibility in library positions with supervisory experience; demonstrated knowledge of academic or research library public services and familiarity with all aspects of academic library services; demonstrated knowledge and experience with library automation and online systems; excellent oral and written communication skills; evidence of continued professional growth. Excellent benefits which include: basic hospitalization, 2 pension programs, 4 weeks' vacation after one year, and more. Salary \$37,000 minimum. Send letter of application with resume and names of 3 references to: **Doris R. Brown, Director of Libraries, DePaul University Library, 2323 N. Seminary, Chicago, IL 60614.**

may act as head of cataloging under general supervision of assistant head of technical services. Directly supervises all activities of catalog section of technical services department. Participates with head and assistant head of technical services and East Asian law librarian in planning and implementation of technical services policies and in their interpretation to public services staff. *Chinese law bibliographer (20%):* Assists in developing the Chinese legal collection; selects Chinese legal materials; provides specialized reference services to faculty in this area, including compilation of bibliographies, location of materials, and individualized information services. **QUALIFICATIONS:** Fluency in reading, writing, and speaking both English and Chinese. Degree in law, either U.S. or Asian, preferred. Cataloging experience in an academic law library preferred. Reference experience preferred. Familiarity with OCLC or RLIN, AACR2, MARC formats, and LC subject headings and classification schedules; 5-7 yrs.' progressively responsible cataloging experience and demonstrated administrative or supervisory skills required for appointment as head of cataloging. Salary range: \$29,340-\$42,264. The application letter should include a complete statement of qualifications, a full resume of education and relevant experience, and the names of at least 3 persons who are knowledgeable about the applicant's qualifications. **Candidates applying by March 15 will be given first consideration.** Anyone wishing to be considered for this position should write to: Rita A. Scherrei, Director, Administrative Systems and Personnel Services, **University Research Library, UCLA, 405 Hilgard Ave., Los Angeles, CA 90024-1575.** UCLA is an equal-opportunity employer. In compliance with the Immigration Reform and Control Act of 1986, all persons hired after November 6, 1986, will be required to show proof of their identity and right to work in the United States.

Cataloger/head of technical services. Immediate opening. Responsible for all cataloging and book processing. Approximately 7,000+ items per year. Ability to perform original cataloging. Experience using Dialog, OCLC, AACR2, Dewey and LC classification and LCSH in an academic library. Responsible for catalog maintenance and converting collection from Dewey to LC within 5 yrs. and processing a backlog of 8,000 gift books. Supervisory experience preferred; 3 full-time clerical assistants in department. Occasional night reference duty on a rotating basis. 12-mo. contract. Faculty status and rank position. Good fringes. Salary range from \$20,500 to \$21,500. ALA-accredited MLS required. Excellent communication, interpersonal, and management skills required. Send letter of application and resume to: Rev. Dr. L. Thomas Snyderwine, Director, **Nash Library, Gannon**

University, POB 295, University Square, Erie, PA 16541. Gannon University is an equal-opportunity, affirmative-action employer.

Cataloger. Responsible for original and copy cataloging of materials in all formats using LC classification and practices, LCSH, OCLC, and a local online library system. Reappointment, promotion, and tenure require evidence of continuing professional development. Reports to head of cataloging. **REQUIRED:** MLS degree from an ALA-accredited institution; 2 yrs.' professional cataloging experience, preferably in an academic library; knowledge of AACR2, MARC formats, and LC classification, authority, and subject practices; familiarity with bibliographic utilities, preferably OCLC. Experience with local automated systems and knowledge of one or more foreign languages desirable. This is a 12-mo., instructor-level position with 22 days' vacation and standard benefits package, and may lead to promotion and eligibility for tenure. Salary up to \$25,000 depending upon experience and qualifications. **Application deadline: April 1.** To apply, send a letter of application, resume, and 3 letters of reference to: Virginia Berlinger, Chair, Search and Screen Committee for Cataloger, **Bierce Library, University of Akron, Akron, OH 44325.** The University of Akron is an equal-education and employment institution.

Cataloging librarian to join the cataloging department of Cowles Library, Drake University. The department consists of 3 professional and 2 paraprofessional catalogers and uses the OCLC cataloging subsystem. Responsibilities include original cataloging and OCLC copy editing of all formats, with particular emphasis on musical scores. Technical services librarians are expected to participate in reference department service. Cataloging experience in an academic library desirable. A master's degree in librarianship from an ALA-accredited institution is required. Librarians at Drake University have faculty rank and status. Salary range: \$16,500-\$20,000. Fringe benefits include 22 days' vacation, insurance, and TIAA/CREF. Applications accepted until position filled. Send application including resume and at least 3 references to: William A. Stoppel, Director of Libraries, **Drake University, Des Moines, IA 50311.**

Cataloging/reference librarian. St. Lawrence University, a private, nondenominational, liberal arts college located between the Adirondack Mountains and the St. Lawrence River, has an opening for a librarian with shared responsibilities in cataloging (2/3rds time) and reference (1/3rd time). **CATALOGING RESPONSIBILITIES INCLUDE:** performing original cataloging, revising non-OCLC contributed cataloging, serving as a cataloging

resource professional for 3 FTE paraprofessionals, sharing card catalog maintenance activities, and assisting the head of technical services with training and with developing cataloging policies. **REFERENCE RESPONSIBILITIES INCLUDE:** providing regular reference desk services and sharing evening and weekend reference desk service in rotation with all librarians. **REQUIRED:** ALA-accredited MLS; cataloging experience using OCLC or another bibliographic utility, knowledge of AACR2, LCSH, and LC classification, or concentration on cataloging, classification, and subject analysis in library school coursework; evidence of commitment to providing a high quality of reference services; and excellent communication and interpersonal skills. **Desirable:** Original cataloging experience; some reference experience; knowledge of automated library systems; 2nd master's degree; and a working knowledge of at least one foreign language. 12-mo. contract. Liberal benefits. One mo.'s vacation. Faculty status. Starting date: June 15. Salary range: \$19,000-\$22,000. **Closing date: April 15.** Send letter of application, resume, and 3 letters of reference to: Michael Alzo, Search Committee Chair, **Owen D. Young Library, St. Lawrence University, Canton, NY 13617.** St. Lawrence University is an equal-opportunity, affirmative-action employer. Women and minorities are encouraged to apply.

Coordinator, MINITEX/OCLC services. MINITEX, a resource-sharing network serving libraries in Minnesota, North Dakota, and South Dakota, seeks a service-oriented individual to assume a MINITEX/OCLC services coordinator position. The coordinator will work closely with participants providing OCLC training and support and will take part in new developments that will affect library services in the region for the next several years. **RESPONSIBILITIES:** Under the direction of the assistant director for OCLC and reference services, the coordinator will assist in implementing training and support programs for the various OCLC subsystems and terminal applications. The MINITEX/OCLC program provides services to over 160 libraries including academic, public, private, and state agency libraries. Working with the senior coordinator, MINITEX/OCLC services, and other MINITEX staff, this person will provide information and problem-solving assistance to participants both in regards to OCLC and other MINITEX services. Included are conducting training sessions; assisting with workshops, telephone liaison, library site visits; and editing documentation of OCLC services, training materials, and regular informational mailings. Extensive travel throughout the region will be required, as will use of a personal car. **REQUIRED QUALIFICATIONS:** Master's in library science from an ALA-accredited library school and one yr.'s professional library experience. At least one yr.'s experience using one of the OCLC subsystems. Effective written and oral communication skills. Demonstrated organizational skills. **PREFERENCE WILL BE GIVEN TO CANDIDATES WITH:** Experience with library networking and cooperative library services; working knowledge of automation, especially microcomputer applications; working knowledge of cataloging principles and standards including use of AACR2 and OCLC/MARC; knowledge of inter-library loan and/or acquisitions procedures; flexibility and the ability to work independently and under pressure. **APPOINTMENT:** The appointment is in the Academic Administrative Class. Minimum starting salary is \$21,000 with excellent fringe benefits. Position available immediately. **Applications must be postmarked by March 31.** Applicants should send a letter of application with detailed resume and names and addresses of 3 references to: Barbara Doyle, Personnel and Staff Development Officer, **University Libraries, 453 Wilson Library, 309 19th Ave. S., Minneapolis, MN 55455-0414.** Please identify application with #UL 166. The University of Minnesota is an equal-opportunity educator and employer and specifically invites and

encourages applications from women and minorities.

Coordinator of public services and reference librarian. Basic functions: On the direction of the head librarian, assumes the responsibilities for the public services department with a staff of 2 librarians and 5 support staff. Additional responsibilities as delegated by the head librarian. **REQUIREMENTS:** MLS from an accredited library school. Supervisory experience in a 4-year college or university. Salary range \$18,500–\$22,500. Immediate opening. Contact: Betty A. Jenkins, Director, Personnel Services, **Benedict College, Harden and Blanding Sts., Columbia, SC 29204.**

Corporate services librarian. Establish and maintain lines of communication with the business/industrial community to publicize library services and develop mutually beneficial relationships between this community and the library. Investigate funding sources to enhance library services and, in cooperation with the development coordinator, actively pursue these funding sources. Assess the need for and develop a program of fee-based document delivery and information services. May have supervisory responsibilities. Provide reference service in a public service area. **REQUIRED:** MLS from an ALA-accredited library school. Preferred: Library experience; online searching experience; fee-based library service center experience; administrative and developmental skills; oral and written communication skills. Salary: \$18,000 plus, commensurate with experience. **Send letter of application, resume, and names of 3 references and/or placement file address by April 15 to:** Dennis R. Defa, 328 Marriott Library, University of Utah, Salt Lake City, UT 84112. The University of Utah is an equal-opportunity, affirmative-action employer. Women and minorities are encouraged to apply.

Curator, Donn V. Hart Southeast Asian Collection, Northern Illinois University. The university libraries and the Center for Southeast Asian Studies invite nominations and applications for the Southeast Asian Collection curator, a position funded through the auspices of the Henry Luce Foundation. The Donn V. Hart Southeast Asian Collection includes approximately 35,000 printed volumes plus substantial microform holdings, maps, periodicals, and newspapers. One-third of the collection is in vernacular SEA languages with major holdings in Thai as well as Indonesian and Malay. Other collection strengths include the Philippines and Burma, an area under current development through an affiliation with the Burma Studies Group of the Association of Asian Studies. The university libraries system includes a main library, in which the SEA collection is housed in a discrete area, and branch libraries for music, science, maps, and outdoor education. Library holdings include more than 1.7 million volumes. As a member of OCLC and a full participant in the library computer system (LCS), the NIU Libraries provides access to holdings of other research collections and is developing an online catalog for automated bibliographic records. **EDUCATIONAL REQUIREMENTS:** MA in Southeast Asian studies required and a master's degree in library science preferred from an ALA-accredited library school (appropriate equivalencies may be substituted). **QUALIFICATIONS:** Demonstrated ability in program development and an interest in the broad range of activities requisite for faculty and collection advancement. Experience in library services oriented toward Southeast Asian studies desired. Preference will be given to applicants with a Mainland SEA emphasis. **DUTIES AND RESPONSIBILITIES:** Under the direction of the associate director for research services in the university libraries, this position manages the collection development, service programs, and personnel administration of the unit, and

Fine Arts Librarian

The Savannah College of Art and Design seeks applicants for the position of fine arts librarian in a rapidly expanding school of art, design, and architecture. The college offers BFA and MFA degrees in 8 major fields, as well as the 5-year BArch. degree.

RESPONSIBILITIES: Supervise all library operations including budget, acquisitions, cataloging, and circulation; work with faculty to expand the book, periodical, slide, and video collections; supervise professional staff and work-study staff; coordinate the transition to computerized records and the move to new facilities.

QUALIFICATIONS: MLS degree, professional experience, and strong organizational skills required; preference given to candidates with an art history background. The candidate must be energetic and able to work well with students, faculty, and staff. Salary: \$20,000–\$25,000, depending upon qualifications.

Submit application letter and resume by April 1 to:

Nancy Verell, Academic Dean
Savannah College of Art and Design
POB 3146
Savannah, GA 31402

EOE, AA

coordinates processing activities with the libraries' technical services division. The curator is responsible for coordinating collection development and management for the unit and should be capable of carrying out collection development for specific areas. Leadership in developing, interpreting, and publicizing library services and collections is expected of the curator, who works in consultation with the libraries' administration, represents the Southeast Asian Collection in relation with NIU's Center for SEA Studies, the Center for Burma Studies, as well as appropriate library and other professional organizations. **SALARY AND TERMS OF APPOINTMENT:** \$30,000 for a 12-mo. contract beginning July 1. Tenure-track appointment at Assistant Professor rank or above, depending on qualifications. Benefits include Illinois State Retirement System and 24 vacation days per year. **DEADLINE FOR NOMINATIONS/APPLICATIONS:** Initial review of nominations/applications to begin by mid-March, but applications will continue to be accepted until the position is filled. Applications should include: 1) a complete statement of qualifications together with a resume of educational preparation and relevant experience, and 2) the names, addresses, and telephone numbers of at least 3 current professional references. Send nominations and applications to: Gordon S. Rowley, Chair, Curator Search Committee, **Founders Memorial Library, Northern Illinois University, DeKalb, IL 60115.**

Education librarian. The Wichita State University Library is seeking a librarian who will act as subject specialist for the College of Education. This librarian will assist users directly at the central reference desk, participate in the bibliographic instruction and collection development programs, provide computer searches, and participate in reference department decision making and library and university activities. The successful candidate will be service oriented, able to work effectively with students, faculty, and the general public, and committed to promoting library services and collections to the academic community. An ALA-accredited MLS is required. An additional graduate degree in education or a related field is desirable and expected for tenure. Wichita State University is an urban institution with an enrollment of 17,000. The library is fully automated on the NOTIS system. The library building is currently being remodeled and expanded. Librarians at Wichita State enjoy faculty rank, privileges, and responsibilities. Wichita is an active, growing city with a population of 300,000. Professional activities and conference attendance are supported by the library. Starting salary \$20,000–\$24,000 for 12-mo. appointment, depending on experience and qualifications. The successful candidate will be eligible for tenure review. Benefits include TIAA/CREF, and a choice of Blue

Cross-Blue Shield or HMO. **Letter of application, resume, and names of 3 references must be received by April 15.** Send to: Sharon L. Bostick, Head of Reference, **Campus Box 68, Wichita State University, Wichita, KS 67208.** Wichita State University is an affirmative-action, equal-opportunity employer.

Engineering librarian. **DUTIES:** Under the direction of the head of branch libraries, the engineering librarian supervises the Engineering Branch Library including the review, development, and implementation of programs and services; the hiring, training, supervision, and evaluation of staff; the provision of reference service including database searching; the maintenance and circulation of library materials; the selection, weeding, and evaluation of the collection; and the provision of orientation and library instruction. The engineering librarian serves as liaison between the university libraries and the College of Engineering. **QUALIFICATIONS REQUIRED:** MLS from ALA-accredited library school; familiarity with bibliographic control and subject literature of engineering; knowledge of database searching and library instruction concepts and methods. Previous experience in an academic, special library, or equivalent including supervisory experience; record of research and publication. Desirable: Undergraduate or advanced degree in a subject-related field; strong interpersonal and communications skills. **Deadline for applications: April 8.** Available July 1. Salary \$28,111. Benefits: TIAA/CREF; State Retirement System; comprehensive medical protection; 21 days' vacation; university holidays; generous sick leave. Employment: Librarians have faculty status, rank of Assistant Professor or above, privileges, responsibilities, and are eligible for tenure. Application: Send letter of application with resume and the names of 3 references including current supervisor to: Donald C. Hudson, Manager, Administrative Services, **University Libraries, University of Oklahoma, Norman, OK 73019.** The University of Oklahoma is an equal-opportunity, affirmative-action employer.

Head (Assistant Dean level), technical services, University Libraries, University of the Pacific. Manages technical services department consisting of acquisitions, cataloging, and binding of all library materials using INNOVACQ and OCLC. Supervises departmental staff of 2 librarians and 7.5 support staff plus student assistants. This position reports directly to the dean of libraries and is involved in immediate and long-range planning, resource allocation, and overall policy development for the libraries. This position will play a major role in the planning and implementation of an automated integrated library system and other automation projects.

Assistant University Librarian for Collection Development *University of California/Santa Barbara*

Responsible for administering all aspects of collection development and collection management. Responsible for collection development activities of 27 subject specialists; oversees annual \$2.872 million materials budget. AUL serves as member of administrative group, libraries' policy and planning team, and is closely involved in medium- and long-range planning, resource allocation, personnel planning, and proposal development and review.

Applicants will be expected to have: graduate degree from ALA-accredited program and preferably an advanced subject degree; substantial library experience in a research library, preferably in collection development activities; demonstrated managerial ability in complex organization; understanding of library operations and procedures; familiarity with national trends in academic research librarianship; understanding of automation issues in research libraries; a commitment to consultative/participative managerial style; knowledge of personnel concerns/issues, preferably in collective bargaining setting; ability to work effectively and harmoniously with colleagues at all levels of campus and systemwide administration. Commitment to excellence in providing library service to university community.

Annual salary range is \$42,800-\$68,100. **Applicants should apply in writing, including resume and names of 3 references, by April 15 to: Margaret Deacon, Associate University Librarian, Personnel, UCSB Library, Santa Barbara, CA 93106.**

UCSB is an equal-opportunity, affirmative-action employer.
Proof of U.S. citizenship or eligibility for U.S. employment required prior to employment.

MLS or equivalent from ALA-accredited school required. Must show successful supervisory experience and excellent skills in leadership, human relations, and oral and written communication. Must demonstrate a commitment to service and should have a minimum of 3 yrs.' experience in one or more technical service areas of an academic library. Experience with OCLC and INNOVACQ (or the equivalent) preferred. Appointment at Assistant or Associate Professor rank. Salary of \$30,000 minimum (depending on qualifications and experience). One month's vacation, TIAA/CREF, and generous benefits. University of the Pacific is an independent coeducational institution with an enrollment of approximately 3,800 students on a 155-acre campus. The main campus is in Stockton, Calif., a city of more than 170,000 located 75 miles east of San Francisco and 45 miles south of Sacramento. A major \$6.5 million library addition has been recently completed. **Applications will be accepted until the position is filled. Those received by April 1 will receive first consideration.** Send letter of application, resume, and the names, addresses, and phone numbers of 3 current references to: Thomas W. Leonhardt, Dean of University Libraries, **University of the Pacific, Stockton, CA 95211.** Equal-opportunity, affirmative-action employer. We encourage women and ethnic minorities as well as other qualified persons to apply.

Head, educational technology service, Sterne Library, University of Alabama at Birmingham. Position available July 1 at academic rank of Senior Assistant Librarian or Associate Librarian depending on qualifications; salary dependent on rank with minimum of \$23,200. Responsible for management of fiscal, personnel, and general operational activities of media and computer services, which include active audiovisual center, listening and viewing facilities, graphics and still photography production, and a student computing center which provides access to 100 microcomputers. ALA-accredited MLS; 5 yrs.' library experience at professional level with evidence of strong managerial and leadership abilities; working knowledge of a wide variety of educational media formats with emphasis on microcomputer and audiovisual equipment. **Send application by April 15 to:** Mary A. Robertson, Mervyn H. Sterne Library, **University of Alabama, University Station, Birmingham, AL 35294.** An affirmative-action, equal-opportunity employer.

Head, humanities/social sciences department. Search reopened. Associate Librarian, \$31,008-\$44,676 or Librarian, \$41,700-\$57,816, based on qualifications and experience. Available immediately. Responsible for

the activities of the humanities/social sciences department; collection development and maintenance for humanities, social sciences, and administration programs with a resources budget of \$879,000; reference service; online information retrieval and education services. Establishes goals and objectives; plans, coordinates, administers, and evaluates the work of the department. Directs and evaluates the performance of 10.9 FTE librarians and 4 FTE support staff. Shares collection development and reference activity. Participates in divisional and library budget preparation, planning, and policymaking. Graduate degree in librarianship from an ALA-accredited institution or its equivalent. A substantial record of professional experience, with at least 3 yrs.' supervisory responsibility in a public services unit of a major academic or research library. Substantial experience and demonstrated achievement in collection development activity and reference. Familiarity with instructional programs and online searching as components of departmental program. Demonstrated ability to lead, coordinate, and motivate professional associates within a collegial framework. Demonstrated ability to plan for programmatic and physical change. Excellent writing, speaking, and interpersonal skills required. Undergraduate or graduate training in a humanities discipline preferred. **Applications received by March 31 will be assured consideration.** Applicants should send letter, resume, and the names and telephone numbers of 4 references (including current supervisor) to: Jane E. Marshall, Assistant University Librarian, **108 Shields Library, University of California, Davis, CA 95616; 916-752-2112.** The University of California/Davis is committed to a policy of affirmative action and specifically invites inquiries and applications from women and ethnic minorities.

Head of access services. Assumes a leadership role in planning and implementing services to enhance access and delivery of information in a dynamic, service-oriented, and highly automated environment. Access services consist of programs in circulation services, interlibrary loan, current journals and microforms, stacks maintenance, and a microcomputer center. Staff includes 2 librarians, 16 support staff, and numerous student employees. Works closely with programs in information services, bibliographic services, and systems. Requires ALA-accredited master's degree; minimum of 4 yrs.' experience in circulation or other access services highly desirable; excellent written and oral communication skills; good planning and problem-solving skills combined with flexibility, initiative, and energy; strong management and interpersonal skills. Candidates must possess a strong commitment to responsive and in-

novative service and the ability to provide effective leadership while working cooperatively in a demanding and rapidly changing environment. Salary \$30,000 minimum, depending on qualifications. Excellent benefits package. As the research library for a 4-campus system, the University of Houston Libraries holdings exceed 1.5 million volumes, with a current materials budget of \$2.4 million. Total staff includes 43 professionals and 130 support staff. The library is a member of ARL. **Applications received by April 1 will receive first consideration.** Send letter of application, names of 3 references, and resume to: Dana Rooks, Assistant Director for Administration, **University of Houston Libraries, 4800 Calhoun, Houston, TX 77004.** Equal-opportunity employer.

Head of information services. Provides creative leadership in planning, developing, and administering information services programs in a dynamic, service-oriented, and highly automated environment. Information services consist of programs in reference services, collection development, government publications, library instruction, and automated database search services. Staff includes 13 librarians, 13 support staff, and student employees. Works closely with programs in access services, bibliographic services, and systems. Strong emphasis on the application of technology to library services. Provides direction and leadership in the use of electronic formats, and in the development of computer-assisted support for information services. Requires ALA-accredited master's degree; minimum of 4 yrs.' experience in information services in an academic library; demonstrated planning, management, and interpersonal skills; excellent written and oral communication skills; and a strong user-oriented philosophy. Candidates must possess a knowledge of emerging information technologies and applications to libraries. Requires a strong commitment to responsive and innovative service and the ability to provide effective leadership while working cooperatively in a demanding and rapidly changing environment. Salary \$30,000 minimum, depending on qualifications. Excellent benefits package. As the research library for a 4-campus system, the University of Houston Libraries holdings exceed 1.5 million volumes, with a current materials budget of \$2.4 million. Total staff includes 43 professionals and 130 support staff. The library is a member of ARL. **Applications received by April 1 will receive first consideration.** Send letter of application, names of 3 references, and resume to: Dana Rooks, Assistant Director for Administration, **University of Houston Libraries, 4800 Calhoun, Houston, TX 77004.** Equal-opportunity employer.

Head, Science Library. University of California/Santa Cruz. Reports to the university librarian and serves on library's principal policymaking body. **RESPONSIBILITIES:** Develops policy and procedures for major branch library (new building to open in 1990); supervises staff of 4 librarians, 4 library assistants, 10-15 student assistants; may participate in reference services and library instruction and select material in one or more disciplines for science collection of 200,000 volumes. Qualifications: MLS degree; demonstrated supervisory and administrative ability in an academic or research institution; strong team building and communications skills. A degree in the natural sciences and experience with data services, space planning, library instruction preferred. Appointment level: \$31,008-\$44,676. Position available Aug. 1. **Send resume and names of 4 references by March 31 to:** Katherine Beiers, **University Library, University of California, Santa Cruz, CA 95064.** An equal-opportunity, affirmative-action employer.

Head, technical services and automation, Kresge Business Administration Library, the University of Michigan. **RANK:** Associate/

Senior Associate Librarian. Manages technical services operations and automation program for 208,000-volume independent library within School of Business Administration. Coordinates cataloging, serials, processing, and preservation; performs original cataloging of serials, monographs, specialized materials. Provides leadership in planning and implementing integrated library automation and retrospective conversion. Supervises 3 TLAs and 2 support staff. **QUALIFICATIONS:** MLS from ALA-accredited program, minimum 5 yrs.' cataloging/technical services experience in academic libraries, minimum 3 yrs.' supervisory experience; broad knowledge of current systems, practices, and trends in technical services and automation; experience with automated systems and computers; demonstrated organization, leadership, communication skills. **DESIRED:** Experience planning and implementing automated systems, demonstrated managerial skills and project management experience, evidence of professional achievement and scholarship, working knowledge of at least one foreign language. Salary: \$28,000, depending on experience and level of appointment. **Applications received prior to March 20 will receive first consideration.** Send letter of application, resume, and names of 3 references to: Elaine K. Didier, Director, **Kresge Business Administration Library, K3330 School of Bus. Admin., The University of Michigan, Ann Arbor, MI 48109-1234.** The University of Michigan is a nondiscriminatory, affirmative-action employer.

Indexer/reference librarian. *The Avery Index to Architectural Periodicals*, an operating program of the Getty Art History Information Program at Columbia University's Avery Architectural and Fine Arts Library, is seeking an indexer/reference librarian. The librarian will spend approximately three-quarters of his/her time indexing articles to be entered in *The Avery Index to Architectural Periodicals* and the remaining time will be spent in assisting readers with searches of the database at the reference desk. In addition to an accredited MLS, requirements are indexing, cataloging, and/or database searching experience, and working knowledge of one or more European languages. Knowledge of the field of architecture and architectural history is highly desirable. Excellent benefits include tuition exemption for self and family and assistance with university housing. Salary ranges are: Librarian I, \$23,000–\$29,900; Librarian II, \$25,000–\$33,750. **Deadline for applications is April 22.** Send resume, listing 3 references, to: Kathleen M. Wiltshire, Director of Personnel, **Box 35 Butler Library, 535 W. 114th St., New York, NY 10027.** An affirmative-action, equal-opportunity employer.

Librarian, catalog. **RESPONSIBILITIES INCLUDE** original and OCLC cataloging and classification of monographs, serials, and nonprint materials; catalog maintenance and authority work; some preservation and conservation activities; special projects; and assisting in the general operations of the catalog department. Reports to the head of cataloging. MLS from ALA-accredited school. Must be able to use AACR2, LC classification and subject headings, and OCLC. Experience with implementation of an online catalog desired. Faculty rank and status with fringe benefits. Salary: \$19,000. **Submit resume with names of 3 references by April 15 to:** Geraldine Williams, Chair of Search Committee, **W. Frank Steely Library, Northern Kentucky University, Highland Heights, KY 41076.** NKU is an affirmative-action, equal-opportunity employer and actively seeks the candidacy of minorities and women.

Librarian, cataloger, full-time, 12-mo., tenure-track position beginning May–June 1988. Salary \$22,000 prorated. Duties include: cataloging materials on OCLC, filing catalog cards, reclassification, recon, and supervising of nonprofessionals. May include some

The Pennsylvania State University Dean of University Libraries

Applications and nominations are invited for the position of dean of university libraries. The university libraries include the central collection and 6 subject libraries at University Park, and libraries at each of the 20 campus locations throughout the state. The dean serves as a member of the Council of Academic Deans and has primary responsibility for collection development and management; library services; leadership of the libraries' faculty, budget and planning, library automation, personnel resources, and fundraising; and fostering state, regional, and national cooperative efforts. Applicants should have the appropriate academic credentials, interpersonal skills, and significant administrative experience to provide academic and organizational leadership to the libraries. Salary will be commensurate with experience and qualifications, but not less than \$60,000.

The Search Committee will begin to review resumes in April 1988 and will continue to receive them until a candidate is selected. Applications and nominations, accompanied by resumes and other supporting materials, should be submitted to:

Suzanne C. Striedieck, Chair
Dean of University Libraries Search Committee
The Pennsylvania State University
201 Old Main, Box A
University Park, PA 16802

The Pennsylvania State University is an affirmative-action, equal-opportunity employer.

weekend and evening hours. Qualifications: MLS from ALA-accredited library school required. Knowledge of LC classification, LCSH, OCLC, Geac, and 2 yrs.' experience helpful. **Apply in writing with resume and names, addresses, and telephone numbers of 3 references by March 15 to:** Kenneth G. Walter, Director of Library Services, Cataloger Search, **Southern Connecticut State University, 501 Crescent St., New Haven, CT 06515.** AA, EOE.

Librarian, external degree program (search extended). Serving off-campus adult learners enrolled in external degree programs through Central Michigan University, will maintain a reference and referral service and coordinate the delivery of library services to students and faculty in Washington, D.C., and southeastern states. Library office is located at the regional center in Fairfax, Va. Bibliographic instruction and marketing of the library program are key elements of this position. The librarian will collaborate with 4 other external degree librarians (one in Fairfax, Va., one in Troy, Mich., and 2 in Mount Pleasant, Mich.) plus on-campus librarians. The individual selected will report to the manager, off-campus library services. An ALA-accredited MLS degree, one yr.'s professional experience of a qualifying nature, bibliographic instruction experience, willingness to travel and to work a flexible schedule, and a team orientation required. Database searching experience and experience with Xenix™ or UNIX™ preferred. Minimum salary \$20,425 commensurate with qualifications. Salary augmented by a 14.4% area differential. Excellent benefits including university-funded health care, life, travel, and disability insurance; paid sick leave, paid holidays, retirement through MPSERS or TIAA/CREF, and 20 vacation days a year. Central Michigan University is a state institution with an enrollment of 16,000 on-campus students and an off-campus constituency of about 10,000 individuals. Central is located in Mount Pleasant, a city of 24,000 in the center of Michigan's Lower Peninsula. **Applications received prior to March 31 will be given priority consideration.** Submit letter of application, resume, and the names and addresses of 3 references to: Chair, Selection Committee, **207 Park Library, Central Michigan University, Mount Pleasant, MI 48859; 517-774-6419.** CMU is an affirmative-action and equal-opportunity institution.

Librarian, head map. The University of Arizona is seeking a professional librarian responsible for managing the map collection which contains over 200,000 sheet maps. Responsibilities include administration, public services, and collection development, as well

as hiring, training, supervision, and evaluation of staff. The department includes a map cataloger, a .5 FTE map reference librarian, a library assistant, and 4 student assistants. The head works closely with other departments in the library system, serves on librarywide administrative and planning committees, and is one of 6 department heads who report to the assistant university librarian for central services. Applicants must have a master's degree in library science from an ALA-accredited school and a minimum of 3 yrs.' academic library experience in a map collection. Demonstrated management and supervisory ability, knowledge of library automation, and a degree in a related field are preferred. Good communication skills are essential. Minimum salary is \$29,000; higher salary is negotiable depending on qualifications and experience. Librarians at the University of Arizona have academic professional status, are eligible for continuing status, are voting members of the faculty, and may take up to 24 days' professional leave per year. They have 22 days' paid vacation, 12 days' sick leave, and 10 holidays. The position will be available July 1. **Send a letter of application, resume, and names of 3 references by April 8 to:** Shelley E. Phipps, Acting University Librarian, **University of Arizona Library, Tucson, AZ 85721.** The University of Arizona is an equal-employment-opportunity, affirmative-action employer.

Librarian: Reference, behavioral and social sciences (tenure-track). Includes online searching, bibliographic instruction, liaison, and collection development responsibilities. **MINIMUM QUALIFICATIONS:** ALA-accredited MLS degree, varied coursework among the areas of psychology, sociology/social work, criminal justice, human development or geography/regional planning with an undergraduate major desirable. Substantial professional experience as a social sciences librarian may be substituted for subject coursework. May be entry-level position. Library is actively planning restoration of an instructional building and the implementation of an integrated online system. Beginning salary range \$18,962–\$24,200 for 9-mo. academic year with excellent fringe benefits. Summer work is possible at same salary rate as academic year. **Letter of intent, resume, 3 current letters of reference or placement folders containing 3 current letters, and transcripts must be postmarked by April 5.** Please refer to Position No. F4. Address correspondence to: **Human Resources Department, Alumni Hall G1, Mansfield University, Mansfield, PA 16933.** Mansfield University is an affirmative-action, equal-opportunity employer; minority persons are encouraged to apply.

COORDINATOR OF ACCESS SERVICES

\$25,846 - \$42,904

Temple University
Health Sciences Center Libraries

Temple University has a position available to be responsible for the management of the Access Services Unit which is comprised of four sections: Circulation and Course Reserve Section, Interlibrary Loan/Document Delivery Services, Collection, Maintenance and Photocopy Services, and the Microcomputer/Audiovisual Center. Work closely with section heads to ensure that each section is functioning effectively and providing a high level of service to the Library clientele. Responsible for the management of the ISIS system, and Library Client Registration file. Master's degree in Library or Information Science from an ALA accredited program; Medical Library Association certification preferred; 3-5 years experience in an academic or medical library preferred; 3 years experience with an automated circulation or integrated library system preferred; 2 years supervisory experience preferred. Send resume and salary requirements to Richard H. Rhoda, Director of Personnel, TEMPLE UNIVERSITY HEALTH SCIENCES CENTER, Broad & Ontario Sts., Phila., PA 19140. An equal opportunity, affirmative action employer.



Library automation librarian with primary responsibility for advising library administration on system matters and the overall planning and implementation of the library's online, integrated processing system on the university VAX equipment under the direction of the associate director. Performs workflow analysis, coordinates automation efforts throughout the library system, and demonstrates ability to teach automation skills. Knowledge of major vendors of library systems, developments in telecommunications and library computing utilities, trends in electronic publishing and knowledge and experience in microcomputers and their application. **REQUIRED:** MLS from an ALA-accredited institution; demonstrated successful systems analysis, design and online system implementation experience, management and supervisory experience; excellent writing and speaking skills, and ability to maintain effective working relationship with colleagues in the library and university; and demonstrated ability to teach automation skills. Must be flexible and able to work under pressure. **PREFERRED:** Professional experience in a library. **SALARY:** \$24,000 commensurate with background and experience; 12-mo., non-tenured position. Good fringe benefits. May require some night or weekend work because of retrospective conversion project involving 140,000 titles. Application deadline: when filled. Position available as soon as possible. Submit letter of application, vitae, complete transcripts, and 3 letters of recommendation to: Leslie Gower, Director, **Pan American University Library, Edinburg, TX 78539-2999.** EO employer. Women and minorities encouraged to apply.

Library director, Colby Community College, Colby, Kans. Management, some public & technical services functions. Direct 2.5 prof. staff plus student aides. Req'd.: MLS from

Chicano Resource Center Librarian Library Faculty Appointment

RESPONSIBILITIES: Coordinates functions of Chicano Resource Center (CRC). Provides assistance in use of CRC-related materials. Prepares guides to their contents. Serves as subject bibliographer. Functions as liaison with faculty, university, and community groups. May participate in bibliographic instruction and database searching. Serves at general reference desk and on committees.

REQUIREMENTS: MLS from ALA-accredited institution or equivalent. 2nd advanced degree or equivalent required for tenure. Bilingual in Spanish and English. Knowledge and understanding of Chicano culture. Effective interpersonal and communication skills.

DESIRABLE QUALIFICATIONS: Knowledge of bibliographic materials related to the humanities. Experience in bibliographic instruction, collection development, and database searching.

SALARY: Minimum \$28,884.

APPLICATION: Deadline for applications is April 8, or until such time as the position is filled. The full position description is available upon request. Please address resume, including the names and addresses of 3 references and/or requests for further information, to:

Sharon K. Perry
Chair, Public Services Recruitment Committee
University Library
California State University/Fullerton
POB 4150
Fullerton, CA 92634

Affirmative-action, equal-opportunity, Title IX employer

ALA-accred. school, 3 yrs.' exp., good interpersonal skills. Begin July 1. Salary mid-\$20s. **Application, resume, 3 prof. ref. by March 25 to:** Dan Butler, Dean of Instruction, **Colby Community College, Colby, KS 67701; 913-462-3984.** EOE.

Library graduate assistants. Mankato State University is seeking individuals who possess either an MLS or MA in library science and who wish to work on a subject master's degree while gaining valuable professional experience in an academic library. MSU offers master's degrees in over 60 academic disciplines. Graduate assistantships are internships in the discipline—in this case, 2 disciplines—library science and the subject discipline of your choice. Graduate assistants supervise student workers and perform other professional services in the public and technical services of the library. Public service positions include reference, government publications, online database searching, interlibrary loan, educational resource center, media production, circulation, maps, periodicals, and bibliographic instruction. Positions in the technical services include acquisitions, cataloging, library research, and system analysis. Successful candidates must show evidence of demonstrable working experience in one of the areas listed. Appointments may be made for a portion of the academic year. A full assistantship averages 20 hours of work and pays \$148 per week for 34 weeks. Additionally, graduate assistants qualify for in-state tuition and for one-half tuition remission of 6-12 graduate credits per quarter during the academic year. Mankato State University Library, a dynamic information center for over 15,800 students and local resident users, has a staff of 30 librarians, 24 classified, 20 graduate assistants, and over 250 student workers. Memorial Library is the home of the PALS automated system, a nationally known integrated library system featuring an online catalog, a circulation system, an interlibrary loan module, and serials control. Acquisitions, authority control, and inventory are under development. A letter of application outlining your experiences in an academic library, your resume, and the names and telephone numbers of 3 current references should be sent to: Thomas M. Peischl, Dean of the Library, **Mankato State University, Box 19, Mankato, MN 56001; 507-389-5953.**

Media services librarian, Rollins College, Winter Park, Fla. **DUTIES:** Manage the media services unit of the library; develop plans for

integration of media services into the library, the curriculum, and the college community; and assist with other library services as assigned. **QUALIFICATIONS:** ALA-accredited MLS preferred. Master's in educational media or instructional technology will be seriously considered. Experience with and knowledge of the broad range of media formats, audio and visual equipment and systems, and video production. Excellent administrative, communication, and interpersonal skills. Minimum 3 yrs.' library media experience, preferably in an academic setting. Some reference experience desired. Salary for 12 mos.: \$22,000 or higher based on qualifications and experience and on appointment at the Assistant or Associate Professor rank. **Screening begins: April 1.** Position available June 1. Send application and 3 letters of recommendation to: Chair, Media Services Librarian Search Committee, **Campus Box 2744, Olin Library, Rollins College, Winter Park, FL 32792.** Rollins College is an affirmative-action, equal-opportunity employer. Minorities, women, and physically handicapped persons who qualify are encouraged to apply.

Microforms and nongovernmental organizations publications librarian, University of California/Davis General Library. Assistant Librarian through Librarian (\$25,380-\$57,816 per annum) dependent upon qualifications and experience. Open immediately. Reports to head of government documents dept. Provides specialized reference service on a scheduled basis, including regular evening and weekend hours for government documents, microcopy, and map collections. Assists in library instruction for the documents collection. In consultation, develops policies for the Nongovernmental Organizations Collection and has primary responsibility for selection and maintenance of the collection. In consultation, develops policies for housing and use of the microcopy collection and associated equipment. Oversees collection and serves as resource for specialized inquiries regarding its use. **QUALIFICATIONS:** ALA-accredited MLS or equivalent; at least 2 yrs.' professional experience, including work with government documents; demonstrated initiative and leadership skills, and excellent writing, speaking, and interpersonal skills. Familiarity with online information retrieval systems is desirable. **Applications received by March 15 will be assured consideration.** Send letter of application, resume, and the names, addresses, and telephone numbers of

3 references (including name of current supervisor) to: Jane E. Marshall, 108 Shields Library, University of California, Davis, CA 95616; 916-752-2112. The University of California/Davis is committed to a policy of affirmative action and specifically invites inquiries and applications from women and ethnic minorities.

Preservation librarian. RESPONSIBILITIES: Preservation coordinator for university libraries. Reports to head of special collections and archives; responsible for the coordination of the Brittle Books Program and related conservation/preservation activities in the university libraries. The preservation librarian will establish and manage an in-house book conservation unit and will coordinate activities with the physical processing unit in technical services. Coordinates the identification and review of brittle and seriously damaged or deteriorated books in circulation; coordinates replacement searching; recommends treatment options to prolong the life of library materials or preserve the intellectual content of materials whose physical condition has deteriorated beyond routine repair or rebinding; surveys and recommends treatment options for noncirculating collections, including special collections and archives and nonprint collections; conducts training sessions for students and staff; serves as liaison with collection development librarians responsible for bibliographic review, technical services, and circulation. Supervises one clerk and student assistants. **QUALIFICATIONS:** Minimum requirement, ALA-accredited MLS. 2 yrs.' library conservation/preservation training and experience required. Salary from \$22,000 depending on qualifications and experience. **DEADLINE:** Letter of application, list of 3 references, and current resume should be received no later than March 21. Apply to: Christine M. Travis, Library Personnel Officer, University Libraries, Room 139, The University at Albany, State University of New York, 1400 Washington Ave., Albany, NY 12222. The University at Albany, State University of New York, is an equal-opportunity, affirmative-action employer. Applications from women, minority persons, handicapped persons, special disabled, and Vietnam-era veterans are especially welcome.

Reference librarian, a full-time, 12-mo., tenure-track appointment available June 18 with the University of Kansas Libraries reference department. The reference department offers a collegial environment, independent working situations, flexibility in future assignments, and abundant opportunity for professional challenge and growth. 10 reference staff plus volunteers from other library departments share responsibilities in a spirit of teamwork, a tradition of exceptionally generous public service, and an atmosphere of high and increasing library use. An ARL library in an AAU university, Kansas has a collection of 2.3 million volumes and a materials budget of \$3 million. A major capital fund drive is underway to substantially increase library endowments. Lawrence (resident population 58,000) offers the convenience of a small town, has excellent schools and day care, is rated first in the arts among cities of 100,000 or less, and is less than an hour's drive from Kansas City. **DUTIES:** Primary responsibility will be to provide reference services to undergraduate and graduate students and faculty in the humanities and social sciences and in the professional fields of business, education, journalism and mass communications, social welfare, and communications and theater. Services include reference desk duty, online searching, library orientation and instruction, preparation of printed guides, and special projects. Reference staff utilize a sophisticated, locally developed online catalog with automated authority control, locally developed circulation and serials systems, the INNOVACQ acquisitions system, and OCLC. **Other duties include:** Participation in the development of computer-assisted reference services and responsibility for collection development

DEAN OF THE LIBRARY Montgomery, Alabama

Auburn University at Montgomery invites applications and nominations for the position of Dean of the Library. AUM is a regionally accredited institution, founded in 1968, and is the urban campus of the Auburn University system. AUM is located in the state capital, a metropolitan area of 250,000 people, and is a center of diversified economic and cultural life. The university has an enrollment of approximately 5,500 students in its undergraduate and master's programs. The AUM library has a book collection of approximately 187,000 volumes and a periodicals collection of 56,000 volumes. Additionally, it is a U.S. regional depository library with a collection of approximately 500,000 volumes.

The qualified applicants will meet the following criteria: master's degree in Library or Information Science from an ALA-accredited program and an earned doctorate in Library Information Science or a related field; broad library experience with a successful record of administrative responsibility in an academic library; working knowledge of collection development, technical and public services, library systems, budgeting, and personnel management; record of active participation in professional library associations and of scholarly achievement as evidenced through publications sufficient for appointment as a Librarian III (Associate Professor) or Librarian IV (Professor); superior interpersonal skills and an ability to work effectively with diverse library constituencies in both the university and the community.

The position is tenure-track, and rank and salary are commensurate with qualifications and experience. The salary range is \$45,000-\$49,000.

Interested individuals should submit a letter of application that includes a statement of their philosophy of the mission of a university library, a current vita, transcripts, and three current letters of support by April 15, 1988 to: **Betty J. Tims, Chair, Dean of Library Search Committee, Library, Box B, Auburn University at Montgomery, Montgomery, AL 36193-0401.** AUM is an EEO/AA Employer.

in one or more fields of the library's main research collections. **REQUIRES:** ALA-accredited MLS; ability to work effectively with library users and staff. **Preferred qualifications** (listed in order of preference): Evidence of an ability to think creatively, to grow professionally, to work cooperatively, and to accomplish objectives. Enthusiasm for public service, particularly with undergraduates. Experience with microcomputer hardware and software and the ability to apply this to reference services in research libraries. Strong subject background in an area of the humanities, social sciences, or related professional fields served by the reference department. Training or experience in reference services, including online searching. Experience in a research library in public or technical services. Knowledge of one or more Western European foreign languages. Salary: \$18,500-\$22,500 dependent upon qualifications. The University of Kansas offers a variety of benefit options. **Applications must be postmarked no later than Fri., April 1.** To apply, candidates should submit a letter of introduction outlining ability to meet each of the required and preferred qualifications, a current resume, copies of undergraduate and graduate transcripts, and 3 letters of reference to: Sandra Gilliland, Assistant to the Dean (for Personnel), University of Kansas Libraries, Lawrence, KS 66045-2800. An AA, EEO employer.

Reference librarian/bibliographer. The University of Minnesota Libraries, St. Paul Campus, seeks applicants for the position of reference librarian/bibliographer. The St. Paul Campus Libraries consist of a central library and 6 special subject libraries, serving 5,000 students in 33 programs in agriculture, home economics, forestry, veterinary medicine, and biological sciences. **RESPONSIBILITIES:** Provides agricultural and biological sciences reference service in the central library, including some weekend and evening hours. Duties also include bibliographic instruction and computerized database searching. Responsible for collecting in the subject areas of biochemistry, cell biology, and biotechnology for the Biochemistry Library. **QUALIFICATIONS:** An MLS with 2 yrs.' academic experi-

ence in collection development or reference service is required. **Desired qualifications:** A degree or relevant experience in biological or chemical sciences; experience in computerized database searching, particularly the chemical databases; experience with microcomputers. **APPOINTMENT:** This is a 12-mo. academic/professional series position with probationary appointment at the Assistant Librarian rank. Salary minimum of \$23,000. **Applications must be received by April 15.** Applicants should send a letter of application with detailed resume and names of 3 references to: Barbara Doyle, Personnel Officer, University of Minnesota Libraries, 453 Wilson Library, 309 19th Ave. S., Minneapolis, MN 55455. The University of Minnesota is an equal-opportunity educator and employer, and specifically invites and encourages applications from women and minorities. Please identify application with no. UL 165.

Reference librarian. Entry level. Position available September 1988. General reference, online searching, bibliographic instruction, liaison assignment. Required: ALA-accredited MLS. Evidence of research methods coursework, demonstrated excellent oral and written communication skills, good interpersonal skills. Salary: \$20,000/yr., 12-mo. appointment, TIAA/CREF, 22 days' annual leave. **Applications received prior to June 1 will be given priority consideration.** Initial interviews will be conducted at the ALA Annual Conference. Submit letter of application, resume, and names of 3 references to: **Director's Office, Penrose Library, 2150 E. Evans Ave., Denver, CO 80208.** The University of Denver (Colorado Seminary) is an EEO, AA employer.

Reference librarian for dynamic program of general reference service in an outstanding college library. 12-mo. appointment, maternity leave replacement. Qualifications: MLS, reference experience, strong academic credentials, demonstrated service commitment. Experience in library instruction, database searching, and government documents preferred. Annual salary: \$21,000 minimum. Available June 1. **To ensure consideration, send letter of application, resume, supporting**

LIBRARY OPENINGS

Adelphi University, the oldest private institution of higher education on Long Island, serving over 10,000 graduate and undergraduate students, seeks energetic and resourceful individuals for the following library administrative and faculty appointments. Positions begin September, 1988.

Associate Dean of Libraries for Technical and Automated Services (Administrative Appointment):

Reopened search for experienced administrator with MLS degree and significant background in technical services and automation to head a major division of the University Libraries. Responsibilities include overall management, direction, planning activities and coordination of acquisitions, cataloging, and automated services (OCLC, CLSI and INNOVACQ). Minimum salary: \$40,000.

Reference Librarian (Tenure Track Library Faculty Appointment):

Responsibilities include reference desk services, online searching, bibliographic instruction, and collection development. MLS required; other advanced degree preferred. Several years experience highly desirable. Minimum salary: \$24,000.

Science Librarian (Tenure Track Library Faculty Appointment):

Responsible for day-to-day services of the separately-housed Science Library, including reference and circulation services, online searching, bibliographic instruction and collection development. MLS required; other advanced degree preferred. Several years experience highly desirable. Minimum salary: \$27,000.

Send curriculum vitae and names and address of three references by April 15, 1988, to: Dr. Igor Webb, Office of the Provost, ADELPHI UNIVERSITY, Box 701, Garden City, N.Y. 11530.

Adelphi University is
an Equal Opportunity
Affirmative Action
Employer M/F

Adelphi
UNIVERSITY A Commitment to Intellect

credentials, and 3 letters of reference by April 15 to: Reference Search Committee, Oberlin College Library, Oberlin, OH 44074. AA, EOE.

Reference librarian. Full-time. MLS required. Minimum salary \$17,000. Send resume by April 15 to: John Tyson, University Librarian, University of Richmond, Richmond, VA 23173.

Reference librarian/psychology subject specialist. Assistant Professor (tenure-leadership), central reference services department, starting July 1. 1) Serve on the reference/information desk. 2) Select materials for the general library collection in psychology and related social sciences. (Includes collection management, assessment, and fund management.) 3) Provide user education in assigned subject area(s). 4) Liaison with faculty, staff, and students in the College of Business Administration and affiliated agencies. 5) Online searching in the social sciences and humanities. **REQUIRED:** MLS from an American Library Association-accredited library school; strong interpersonal skills; degree in psychology or relevant work experience. **PREFERRED:** Graduate degree in the social sciences or humanities; experience in online searching; experience in reference services; reading knowledge of one or more foreign language(s). \$18,750 minimum for a 12-mo. contract. Salary may be higher depending upon the qualifications of the successful applicant. **Apply with full resume plus names and current addresses/telephone numbers of 3 references by April 15 to:** Kent Hendrickson, Dean of Libraries, 106

Love Library, University of Nebraska/Lincoln, Lincoln, NE 68588-0410. Affirmative-action, equal-opportunity employer.

Reference librarian (search extended). Montana College of Mineral Science and Technology is seeking a reference librarian with an engineering, geology, chemistry, or physics background. **QUALIFICATIONS:** MLS from ALA-accredited library school, 2nd master's in engineering, geology, chemistry, or physics preferred. Both degrees required for tenure-track appointment. **DUTIES:** Reference service and research support, collection development in reference and subject specialty, bibliographic instruction, reference staff supervision and training, and administrative duties in the absence of the director. Fiscal-year appointment with salary commensurate with experience (beginning salary \$23,000+, depending on qualifications and experience). Montana Tech is a minerals engineering college, located in the mineral-endowed country of the High Rockies between Yellowstone and Glacier national parks. Tech was named as the top-ranked smaller comprehensive college in the area of science and technology by *U.S. News & World Report*. **Interested persons meeting the qualifications should send a letter of application, resume, and the names of 3 persons (to be contacted for references) by April 30, or until position is filled, to:** Joanne V. Lerud, Director of Libraries, Montana College of Mineral Science and Technology, Butte, MT 59701. An equal-opportunity, affirmative-action employer.

Reference librarian (search reopened). Texas State Technical Institute-Waco, a state-supported vocational-technical school,

currently has an opening for a reference librarian. Applicants must have MLS degree from an ALA-accredited school. Experience in vocational-technical educational library desirable, as is experience with Dialog systems. This is a 12-mo. position. Some night and Sunday duties required. Salary range \$1,523-\$1,838 monthly depending on qualifications. Full benefit package included. Interested applicants should contact: Personnel Director, TSTI-Waco, Waco, TX 76705; 817-799-3611. An equal-opportunity, affirmative-action employer.

Reference librarian. Sterling Memorial Library, Yale University Library. Minimum rank: Librarian I. **RESPONSIBILITIES:** Provide reference desk assistance, bibliographic instruction, and computerized database searching. Participate in collection development and planning activities. The department, the central reference location on campus, serves all levels of users with special focus in the humanities and social sciences, and is in an exciting period of development as it seeks to expand its role in meeting the information needs of the Yale community. **QUALIFICATIONS:** ALA-accredited MLS. Reading knowledge of 2 foreign languages. Familiarity with online database searching. Effective oral and written communication and strong analytical skills. Ability to work cooperatively in a demanding and rapidly changing environment. Additional graduate work desirable. Salary from \$23,500, dependent on qualifications. Benefits include 22 days' vacation; 17 holidays, recess, and personal days; retirement plan; health care; and relocation assistance. **Application deadline April 30.** To be assured of consideration, please send a letter of application, resume, and the names of 3 references to: Maureen Sullivan, Head, Library Personnel Services, Yale University Library, Box 1603A Yale Station, New Haven, CT 06520. An EEO, AA employer.

Reference librarian. The University of Alabama Libraries, Tuscaloosa, invite applications for the position of reference librarian to provide, under the supervision of the head of reference, a full range of services, including development and interpretation of reference collection to the university community, collection development in a subject area, library user instruction, database and end-user searching and instruction, preparation of bibliographies and other library aids, and supervision of student assistants. Some evening and weekend reference desk service required. **QUALIFICATIONS REQUIRED:** An MLS from a program accredited by ALA; in-depth knowledge of basic reference sources, national and trade bibliographies; ability to work effectively with faculty, students, and library personnel at all levels; excellent oral and written communication skills; commitment to client-centered services. **DESIRABLE:** A background in the social sciences or humanities; working knowledge of a foreign language; reference experience in a large academic library; experience in online searching, government documents, and bibliographic instruction; evidence of professional and/or scholarly activity. 2nd master's degree in the social sciences or humanities highly desirable. 12-mo., faculty rank, tenure earning, strong benefits. Appointment will be at the Instructor level with a salary of \$18,000. Projected date for appointment to begin, June 15 (negotiable). **Send cover letter, resume, and names and addresses of 3 references by March 31 to:** Sondra Tucker, Personnel Officer, Reference Librarian Search Committee, University of Alabama Libraries, POB S, Tuscaloosa, AL 35487-9784. The University of Alabama is an equal-opportunity, affirmative-action employer.

Resource development librarian, social science (search extended). Responsible for all collection development activities in the social sciences (economics, education, political science, psychology, sociology, anthropol-

ogy, geography, and business), evaluation of collections, and intensive collection evaluation in specific areas. Monitors related funds. Monitors and refines related approval-plan profiles. Works closely with academic faculty in collection building. Participates in formulation of collection development and departmental policies and procedures. Supervises one support staff employee. **QUALIFICATIONS:** ALA-MLS. Minimum of 2 yrs.' professional (post-MLS) experience, preferably in an academic library. Academic background in social sciences required; 2nd master's in social science discipline preferred. Knowledge of at least one foreign language, French or German desirable. Knowledge of OCLC and major print and online bibliographic tools. **SALARY:** Negotiable; minimum \$21,000 for 10.5 mos.; minimum \$22,000 with 2nd master's. **BENEFITS:** Competitive benefits package. No state income tax. Faculty rank. **CLOSING DATE: March 31.** For complete description of duties, qualifications, and benefits, and to apply, contact: Anna Janne, Acting Head, Personnel Operations, **Evans Library, Texas A&M University, College Station, TX 77843-5000; 409-845-8111.** AA, EEO employer.

Science reference librarian and selector, University of Florida (reposted). *Environment:* UF's new Central Science Library (CSL) houses 440,000 volumes in agricultural, biological, earth, engineering, mathematical and physical sciences, 10 librarians and 16 support staff. **RESPONSIBILITIES:** Develops and manages the library's collection in selected science areas in collaboration with the faculty; provides specialized reference and research assistance, online database searching, and bibliographic instruction in disciplines appropriate to the academic and professional experience of the incumbent; serves on the reference desk and participates in night and weekend rotation; contributes to planning and policymaking on matters relating to CSL services and collections. **REQUIREMENTS:** ALA-accredited MLS; academic background in a science discipline (agricultural or biological sciences preferred); knowledge of research methodologies, collection development principles and techniques, and online searching; excellent communication and interpersonal skills. *Preferred:* Experience in collection development. Benefits: 22 days' vacation, tenure-track appointment with faculty status, TIAA/CREF or other retirement options, no state or local income tax. Salary (12 mo.): \$20,000 minimum for Assistant, \$23,500 minimum for Associate. **Send letter of application, resume, and names, addresses, and phone numbers of 3 professional references by March 21 to:** Lynn Badger, Library Personnel Officer, **234 Library West, University of Florida, Gainesville, FL 32611.** An AA, EO employer.

Science reference librarian. **RESPONSIBILITIES:** The science reference librarian will use professional skills in support of the chemistry and engineering programs on campus. Collection development, specialized reference work, computer-assisted research, specialized bibliographic instruction are a part of the faculty liaison responsibilities. Additionally, the successful candidate will be involved in general reference work and bibliographic instruction. Faculty responsibility includes service and scholarly work. **QUALIFICATIONS:** An ALA-accredited master's degree and an academic degree or experience in chemistry or engineering are required. Preferred are reference, collection development, online searching, and teaching experience. **BACKGROUND:** The Auraria Library occupies a unique position as the central point of information services in support of the programs of 3 diverse academic institutions on one campus as well as being the only academic library in the Denver downtown area. The Auraria Library is administered by the University of Colorado at Denver and also serves Metropolitan State College and the

Albert R. Mann Library Head of Public Services

The Albert R. Mann Library serves agricultural, biological, and nutritional sciences and the related social sciences. It is considered to be the premier agricultural and life sciences library within an academic institution in the United States. It is committed to providing innovative information services for the 21st century. It has a reputation for research and publishing.

The position is responsible for the administration of the public services staff of 10 professionals and 16 support personnel. This staff provides lively reference service; interlibrary service; circulation; teaches an undergraduate curriculum of information literacy; provides graduate and faculty workshops in information access, retrieval, and management, and the construction of databases and expert systems; provides programming and statistical support to the users of computerized data files; and carries out research in information technology.

The qualifications for this position are the MLS, a minimum of 3 yrs.' experience in public services in a large academic library, and successful administrative experience.

Significant capabilities needed for this position are vision, leadership, marketing, and the management of innovation with a group of highly motivated staff.

Evidence of professional development is required.

Salary is negotiable dependent on qualifications (min. low \$30s).

Applications requested by April 15; however, applications will be accepted until the position is filled.

Send cover letter, resume, and list of references. Please submit application to:

**Ann Dyckman
Personnel Director
201 Olin Library
Cornell University
Ithaca, NY 14853-5301**

Cornell University is an equal-opportunity, affirmative-action employer.

Community College of Denver with a combined student FTE of approximately 20,000 with 1,050 FTE faculty. The 25 library faculty and 95 FTE library staff of the Auraria Library are developing a number of innovative programs stressing a service-oriented approach. The library participates in a cooperative, integrated online catalog system with the Colorado Alliance of Research Libraries. Salary: \$21,600-\$27,300 for a 12-mo. faculty contract, negotiated depending on education and experience. Tuition benefits, sick leave, 22 vacation days, TIAA/CREF. Appointment beginning July 1. Recruitment will remain open until position is filled. **For first consideration, please send letter of application, resume, and names, addresses, and telephone numbers of 3 references, postmarked by April 4, to:** Marilyn Mitchell, Auraria Library, Lawrence at 11th, Denver, CO 80204. The University of Colorado at Denver is an AA, EEO employer.

Social sciences librarian. Provides in-depth social science reference services, including online literature searching. Selects library materials in designated subject areas, teaches library usage, and serves as liaison with one or more social science departments. Assists with general reference services. **REQUIRED:** MLS from an ALA-accredited library school, reading knowledge of Spanish, knowledge of online searching, preferably BRS and Dialog. **PREFERRED:** degree in a social science and experience in social science librarianship or reference department of an academic library. Minimum salary: \$19,152. **Application deadline, April 30.** A letter of application, resume, and 3 letters of reference should be sent to: **Personnel Office, Washington University, One Brookings Dr., Campus Box 1184, St. Louis, MO 63130.** Employment eligibility verification is required upon employment. Washington University is an equal-opportunity, affirmative-action employer.

Systems librarian. The Henry Madden Library of California State University/Fresno seeks a librarian to assume key responsibilities for planning, procuring, and implementing an integrated online public access catalog and circulation system. **REQUIRED QUALIFICATIONS:** A master's degree from an ALA-accredited institution; substantial experience as a professional librarian, prefer-

ably in an academic library, including experience with computer-based systems. *Preferred qualifications:* Knowledge of library systems analysis, computer hardware/software technologies, and MARC and its application to automation; demonstrable communication and organizational skills; experience in planning, procuring, and implementing an online public access catalog and circulation system; experience in writing technical specifications for online library systems; and other educational background/training related to the duties of the position. A 2nd master's degree in a subject field is a preferred qualification. Full-time, tenure-track, 12-mo. appointment. Appointment date: July 1. Appointment at rank appropriate to qualifications. Salary range \$21,336-\$52,968. Liberal university-paid benefits. **Correspondence, applications, and confidential papers should be sent by April 15 to:** Lillie Parker, University Librarian, Henry Madden Library, California State University/Fresno, Fresno, CA 93740-0034. An affirmative-action, equal-opportunity employer.

Technical services librarian for liberal arts college of 1,100 students. Open July 1. Successful candidate must have ALA-accredited master's degree, be service oriented, and enjoy working with both students and faculty. Responsible for cataloging and acquisitions. Experience with OCLC is highly desirable. Some evening and weekend reference work in rotation with other librarians. 12-mo. appointment with one mo.'s vacation. Faculty rank and minimum salary of \$18,500 plus fringe benefits. Cornell College is a progressive and dynamic institution with a beautiful and historic campus located in a very desirable community in a scenic part of Iowa. **Screening will begin March 15.** Send letter of application with resume, 3 letters of recommendation, and copies of credentials and transcripts to: Thomas M. Shaw, Director of Library Services, **Russell D. Cole Library, Cornell College, Mt. Vernon, IA 52314.**

2 positions: 1) **Reference librarian/feminist studies** (#313-AL) and 2) **reference librarian/collection development coordinator** (#314-AL). Both positions require a creative and energetic librarian with broad academic training in humanities or social sciences to work as a part of a general reference team

University of Oregon Library

Applications and nominations are invited for the following positions:

1) **Orientalia Bibliographer.** **RANK:** Assistant Professor or higher (renewable, fixed-term appointment). **DUTIES AND RESPONSIBILITIES:** Reports to the collection development librarian. Responsible for collection development in the library's Orientalia collections. Works with library and instructional faculty to assess collections, create and maintain collection development policies, and select current and retrospective materials in Chinese and Japanese. Serves as liaison with acquisition and catalog department staff responsible for processing and cataloging of Orientalia materials. Serves on library and university committees; performs special projects and other related duties as assigned. **QUALIFICATIONS required:** MLS from ALA-accredited library school or foreign equivalent. **Desired:** Additional graduate degree in a discipline related to University of Oregon Asian studies or East Asian languages and literature programs; 3 yrs.' successful professional experience in Orientalia research library collections; expert knowledge of Chinese and Japanese languages and applicable romanization systems; knowledge of East Asian publishing industry and book trade; training in bibliography and research methodology in relevant academic disciplines; excellent oral and written communication skills, including effective English-language skills; demonstrated ability to work successfully with library and university staff at all levels, library patrons, and vendors. knowledge of Western languages other than English; record of achievement in professional organizations. **SALARY:** \$23,000–\$27,000 for 12-mo. appointment. Appointment beyond the minimum salary will be dependent upon qualifications, prior experience, and academic rank. Position available July 1. **Deadline for applications: May 1.**

The university library's Orientalia holdings consist of approximately 60,000 monographic volumes in Chinese (37,500 volumes) and Japanese (22,500 volumes), 300 current periodical titles, and 72,000 Western-language titles pertaining to these areas. The collections serve as a major resource for the university's interdisciplinary programs in East Asian studies and Southeast Asian studies, as well as for programs in East Asian languages and literature (Chinese and Japanese). As the primary research university in the humanities and social sciences in a Pacific Rim state, the University of Oregon has a very strong commitment to these programs and to the library collections which support them.

2) **Catalog Librarian.** **RANK:** Assistant Professor or higher (renewable, fixed-term appointment). **DUTIES AND RESPONSIBILITIES:** Entry-level position. Under the general supervision of the head, catalog department, performs original cataloging and difficult copy cataloging in a variety of formats and in all Roman-alphabet languages. Participates in catalogers' meetings in the catalog department. May serve on library and university committees, participate in library instruction and collection development programs, and perform special projects and other related duties as assigned. **QUALIFICATIONS:** MLS from ALA-accredited library school or foreign equivalent, reading knowledge of at least one Western European language, good written and oral communication skills, and ability to work effectively with all levels of staff required. **SALARY:** \$19,000 for 12-mo. appointment. **Deadline for applications: April 15.**

3) **Documents and Public Affairs Librarian.** **RANK:** Assistant Professor or higher (renewable, fixed-term appointment). **DUTIES AND RESPONSIBILITIES:** Entry-level position. Reports to head, documents and public affairs service. Provides reference service to clients of the Public Affairs Library and the documents collection. Serves as subject specialist with responsibility for collection development and faculty liaison in the area of public policy (including public planning, administration, and finance). Serves on library and university committees. May participate in library instruction program and perform special projects and other related duties as assigned. **QUALIFICATIONS required:** MLS from ALA-accredited library school or foreign equivalent; good oral and written communication skills; ability to work effectively with library and university staff and with a variety of patrons. **Preferred qualifications** include degree in the social sciences or related field, reading knowledge of at least one Western European language, prior work with government documents or relevant experience such as work with public agencies and experience with online database searching. **SALARY:** \$19,000 for 12-mo. appointment. **Deadline for applications: April 15.**

The Public Affairs Library is a branch of the university library housing materials on public policy, planning, finance, and administration, with an emphasis on state and local issues. The documents collection is a depository for U.S., Canada, Oregon, the European Communities, and the Organization of American States, with significant holdings of international and foreign documents.

4) **Serials Catalog Librarian.** **RANK:** Assistant Professor or higher (renewable, fixed-term appointment). **DUTIES AND RESPONSIBILITIES:** Entry-level position. Under the general supervision of the head, serials department, performs original cataloging and difficult copy cataloging of serials in a variety of formats and in all Roman-alphabet languages. Participates in catalogers' meetings in the catalog department. Assists the department head in coordinating University of Oregon participation in *Oregon Union List of Serials*. Prepares local holdings and binding information for input in the University of Oregon INNOVACQ serials check-in system, local binding database, and local current periodical list. May serve on library and university committees, participate in library instruction and collection development programs, and perform special projects and other related duties as assigned. **QUALIFICATIONS:** MLS from ALA-accredited library school or foreign equivalent, reading knowledge of at least one Western European language, good written and oral communication skills, and ability to work effectively with all levels of staff required. **SALARY:** \$19,000 for 12-mo. appointment. **Deadline for applications: April 15.**

The University of Oregon Library is an ARL library with current holdings of approximately 1.75 million volumes and over 18,000 serials subscriptions. The library participates in OCLC. Acquisition and serials functions are automated using INNOVACQ; in April, the library will begin installation of the INNOPAC online catalog and circulation system.

All positions are eligible for fringe benefits which include choice of medical plans (Blue Cross-Blue Shield or HMO options), fully paid state or TIAA/CREF retirement plans, 22 vacation days, and low staff tuition rates. **To be considered, applications must be postmarked on or before the posted deadlines above.** To apply, send cover letter, resume, and names of 4 references to: **Andrew Bonamici, University of Oregon Library, Eugene, OR 97403-1299; 503-686-3056.**

The University of Oregon is an EEO, AA institution.
In compliance with the Immigration Reform and Control Act of 1986,
all persons hired after Nov. 6, 1986, will be required
to show proof of their identity and right to work in the United States.

with 3 other librarians and 2 library specialists. Duties for both positions include the development of appropriate library instruction with faculty and librarians; development and management of social science or humanities collections; teaching of research skills and freshman English; reference and research assistance, including some evenings and weekends, and online searching. Both will contribute significantly to program planning in Meyer and to the diverse endeavors of the libraries. The incumbents will be expected to work closely with faculty and other librarians to ensure that library services promote the achievement of the university's educational goals. It is desired that the reference librarian/feminist studies (#313-AL) have a degree with an emphasis on feminist studies; a sound knowledge of feminist studies is required. The incumbent will oversee Meyer's services to the Feminist Studies Program and the Institute for Research on Women and Gender. The reference librarian/collection development coordinator (#314-AL) will have oversight responsibilities for Meyer's collection development. The incumbent is required to have collection management and development experience at the instructional level. Beginning salary range is \$28,600–\$39,800. **Applicants should apply before March 25 with a complete statement of qualifications, a full resume of education and relevant experience, as well as the names and addresses of 3 references who are knowledgeable of their qualifications.** Letters and documents should refer to the appropriate number and be addressed to: Irene Yeh, Employment Coordinator, **Stanford University Libraries, Stanford, CA 94305-6004.** EEO, AAE.

3 positions at University of Wisconsin/La Crosse. All faculty, tenure-track, beginning Aug. 29. All salaries are academic-year and dependent on qualifications and experience. **Priority given to applications received by April 15,** but applications accepted until positions filled. 1) **Automation librarian and coordinator of technical services (#1129).** Responsible for final implementation of OCLC LS/2000 automation system; coordinate microcomputer-based small systems and office software; coordinate cataloging, serials, acquisitions, microforms; serve on Library Management Council. **REQUIRES** minimum 5 yrs.' professional experience with substantial automation and administrative experience, ALA-accredited MLS, additional graduate degree preferred. Salary from \$26,000. 2) **Bibliographic instruction/interlibrary loan librarian (#1128).** Schedule and conduct bibliographic instruction programs, supervise interlibrary loan staff and operations. **REQUIRES** minimum 3 yrs.' professional experience including bibliographic instruction or interlibrary loan work, ALA-accredited MLS, additional graduate degree. Salary from \$22,500. 3) **Serials collection development librarian (#1307).** Gather information and make recommendations on serials collection development issues, serve on library and campus collection committees. Oversee OCLC SC350 serials automation system and serials holding list. **REQUIRES** minimum 3 yrs.' professional experience including substantial serials work, ALA-accredited MLS, additional graduate degree. Salary from \$23,500. **ALL POSITIONS:** Send letter of application and credentials to: Edwin Hill, Department Chair, **Murphy Library, University of Wisconsin/La Crosse, La Crosse, WI 54601.** AA, EOE.

3 public service, tenure-track positions open, all with a variety of responsibilities within a comprehensive public services program. Share duties in general reference, bibliographic instruction, online database searching, collection development. Major new library construction project will provide unique opportunities in facilities and automation planning. All positions report to head of public services. 12-mo. contracts. Liberal faculty benefits, including relocation assistance. ALA-accredited MLS required. 1) **Circulation/**

reference librarian. Plan and direct circulation activities and personnel, including general circulation, reserves, stack maintenance, storage and security services, supervise paraprofessional and student assistants. Integrated online system experience highly desirable, 2 yrs.' professional experience required. Salary: \$19,500 minimum, negotiable. 2) **Automated information access/reference librarian.** Online user services responsibilities include serving as library's primary database searcher, providing staff training, coordinating policies, procedures, documentation. Professional experience desirable but not mandatory. Salary: \$18,500 minimum. 3) **Off-campus services/reference librarian.** Responsible for library services to students and faculty in widely scattered off-campus extension programs. Includes services to local-area high school students. Requires liaison work, program development, classroom instruction both on-site and via video/satellite transmission, and working knowledge of online and CD-ROM capabilities. Some travel may be necessary. Professional experience desirable. Salary: \$19,000 minimum. Positions open until filled. **Applications received by March 24 will get first consideration.** Forward letter of application, including position preference, resume, and 3 references to: Paula M. Grenell, Head of Public Services, Crosby Library, Gonzaga University, Spokane, WA 99258.

CORPORATE LIBRARY

Catalog librarian, the Rand Corporation. Research organization seeks catalog librarian to catalog a variety of library materials including books, technical reports, and government documents in a broad variety of subject areas. Oversee descriptive cataloging and perform subject indexing for classified and unclassified materials. Responsible for reference and collection development for East Asian materials. Requires MLS from ALA-accredited library school. Proficiency in reading and writing Japanese and/or Chinese. Excellent English language skills. Some familiarity with online bibliographic tools such as RLIN or OCLC. Knowledge of LC classifications schedules. Some experience with microcomputers a plus. Demonstrated interpersonal skills and supervisory potential. U.S. citizenship and eligibility to receive a SECRET clearance. Salary: \$25,000-\$30,000 annually. Excellent benefit package. Contact: Ken Logan, The Rand Corporation, 1700 Main St., POB 2138, Santa Monica, CA 90406; 213-393-0411 x6206. Rand is an affirmative-action employer.

LIBRARY EDUCATION

Library science. Faculty position to coordinate library science program, teach 2 classes, advise students, and work part-time in university library. Salary: \$20,000-\$25,000. MLS from ALA-accredited program required. Doctorate preferred. Teaching experience essential; academic library experience helpful. Position available July 1. **Application deadline: March 15.** Send letter of application and current resume to: Director of Human Resources Management, Northwest Missouri State University, Maryville, MO 64468. Affirmative-action, equal-opportunity employer. Northwest encourages women and minorities to apply.

MEDICAL LIBRARY

Head, learning resource center. Responsible for the management of the library's learning resource center, staffed with 4.5 FTE. Included in the LRC is an audiovisual division, an interactive videodisc center, and a microcomputer laboratory. **RESPONSIBILITIES INCLUDE** the selection, acquisition, catalog-

ing, and information services for both audiovisual and computer software, as well as selection and minor upkeep on audiovisual and computer hardware. The job includes promotion of the use of audiovisual and computer software, and assisting students and faculty to use these media. The head of the learning resource center will work with the faculty and the educational development department to develop additional applications of audiovisual and computer software in the curriculum of the various colleges on campus. **REQUIRED:** MLS from an ALA-accredited library school. 3-5 yrs.' experience in management and use of media; basic knowledge of nonprint media and its sources; basic knowledge of microcomputer software; a high degree of technical competence with a variety of audiovisual equipment and microcomputers; well-developed skills in interpersonal relations; good oral and written communication skills. Highly desirable: teaching experience with adult learners; experience in academic health sciences library and/or teaching hospital library; experience with audiovisual collections and cataloging. Experience in teaching use of microcomputer software. The UAMS Library supports the educational, clinical-care, and research programs of the 5 colleges—Medicine, Nursing, Pharmacy, Health Related Professions, and Graduate School—in addition to acting as the health care information source for Arkansas. The library has 140,000 volumes including nonprint media. There is a staff of 35 FTE including 12 academic appointees. This is a 12-mo. academic/professional position at the rank of Assistant or Associate Librarian (depending on experience). Salary from \$21,000 depending on experience. Benefits include 22 vacation days; medical, dental, and life insurance and retirement plans. **Closing date May 15.** To apply for this position, please send a letter of application, a resume, and the names and addresses of 3 references to: Neil Kelley, Library-Slot 586, University of Arkansas for Medical Sciences, 4301 W. Markham, Little Rock, AR 72205.

Head of technical services, Health Sciences Library. The Columbia University Health Sciences Library is developing new services and computer-based systems as components of Columbia's integrated academic information management system (AIMS). We are seeking a librarian to participate in development and implementation activities. Reporting to the assistant health sciences librarian for access

University of Michigan Head, Alfred Taubman Medical Library and Coordinator, Health Sciences Libraries

RESPONSIBILITIES: Reporting to the associate director for public services, the candidate is responsible for the administration of the Alfred Taubman Medical Library and for the overall coordination of the Health Science Libraries. Each of these libraries—Dentistry, Public Health, and Social Work—has a head librarian who is responsible for day-to-day operations. The Health Science Libraries have a collection of over 415,253 volumes and an acquisition budget of \$756,700. The Medical Library staff consists of 8 librarians and 15 support staff with a temporary assistance budget of \$68,737; the Dentistry Library staff consists of 2 librarians and 4 support staff with an hourly assistance budget of \$17,817; the Public Health Library staff consists of 2 librarians and 3 support staff with an hourly assistance budget of \$25,151; and the staff at the Social Work Library consists of one librarian and 3 support staff with an hourly assistance budget of \$16,136. Candidates for this position must have professional and managerial qualifications to lead the Health Science Libraries into an IAIMS environment.

REQUIRED: Accredited MLS. Substantial experience in an academic health science library. Minimum of 5 yrs.' administrative experience. Knowledge of computer applications. Familiarity with issues, trends, and operational needs of both large and small research libraries. Excellent interpersonal skills and ability to relate to a wide variety of people. Demonstrated organizational, analytical, and communication (both written and oral) skills. **Desired:** Evidence of involvement in professional activities and experience with rare book or special collections.

Minimum salary of \$45,000. **Applications received by April 15 will be given first consideration.** Apply to: Lucy Cohen, Manager, Library Personnel Office, 404 Hatcher Graduate Library, The University of Michigan, Ann Arbor, MI 48109-1205.

A nondiscriminatory, affirmative-action employer

and technical services, this section head administers the operation of all HSL Technical Services, including acquisitions, serials control, cataloging, binding, and materials processing. The incumbent is responsible for initiating, directing, and coordinating a wide range of activities, including: workflow evaluation and change to optimize current and future automation; coordination of activities with other HSL sections, with the central library's technical services units, and with outside networks; supervision of 13 FTE staff, including 2 other librarians. Participates in planning the university library's computer system and in overall HSL planning and administration. All technical services functions are automated. In addition to an accredited MLS, requirements are: minimum of 3 yrs.' relevant experience in a large academic library or equivalent; strong interpersonal and communication skills; sound grasp of automation and of technical services principles and techniques; planning and organization skills; demonstrated ability to coordinate workflow and to train and manage staff; knowledge of AACR2, MeSH, LC classification, MARC formats, and other national standards; experience with networks, automated bibliographic data systems, and online operations. Salary ranges are: Librarian II, \$28,500-\$38,475; Librarian III, \$31,500-\$45,675. Excellent benefits include assistance with university housing and tuition exemption for self and family. **Deadline for applications is March 31.** Send resume, listing 3 references, to: Kathleen Wiltshire, Director of Personnel, Box 35 Butler Library, Columbia University, 535 W. 114th St., New York, NY 10027. An equal-opportunity, affirmative-action employer.

Reference librarian, Health Sciences Library. Responsibilities of this position include provision of biomedical reference and online bibliographic search services, and participation in development and presentation of instructional sessions. The incumbent will also participate in the library's extramural and collection development programs, and assist in inter-library borrowing. The reference section has a staff of 6 professionals and 3 support staff. The Health Sciences Library serves the schools of Medicine, Dentistry, Nursing, and Public Health; the Presbyterian Hospital; and other affiliated health care, instruction, and research programs in the Columbia-Presbyterian Medical Center. Delivery of reference and informational services at remote sites is being developed. The library has a full-time staff of over 50, a collection of approximately 420,000

volumes, more than 4,200 current journal titles, a large media center and microcomputer lab, and a comprehensive special collections section. The library is an active participant in integrated academic information management system (AIMS) activities at the medical center. In addition to an accredited MLS, requirements are a strong public services orientation and excellent communication skills. Microcomputer knowledge, a degree in biological sciences, and/or experience with online bibliographic database searching are desirable. Preference will be given to candidates with strong background in instructional services and/or outreach programs. Salary ranges are: Librarian I: \$23,000-\$29,900; Librarian II: \$25,000-\$33,750. Excellent benefits include assistance with university housing and tuition exemption for self and family. **Deadline for applications is April 30.** Send resume, listing 3 references, to: Kathleen Wiltshire, Director of Personnel, **Box 35 Butler Library, Columbia University, 535 W. 114th St., New York, NY 10027.** An equal-opportunity, affirmative-action employer.

MUSIC LIBRARY

Music/media cataloger. Under the direction of the head of the cataloging division, catalogs, classifies, and provides subject analysis for music monographs, scores, sound recordings, and audiovisual materials using the *Anglo-American Cataloging Rules*, 2nd edition, Library of Congress classification and subject headings, and OCLC/MARC tagging; participates in special cataloging projects related to the ongoing implementation of the libraries' Geac system. **QUALIFICATIONS:** Graduate degree from a program accredited by the American Library Association required. A minimum of 3 yrs.' post-MLS cataloging experience, 2 of which must include music cataloging, required; academic or research library experience preferred. Knowledge of current cataloging rules and Library of Congress cataloging practices and classification required. Experience with an automated cataloging system, preferably OCLC, required. Academic degree or training in music preferred. Working knowledge of German required; knowledge of Italian desirable. Working knowledge of the MARC formats for music and audiovisual materials. Ability to function well in a changing environment; strong interpersonal and communication skills; problem-solving ability; ability to contribute constructively to division planning. Salary: \$22,000 minimum. 24 days' vacation, TIAA/CREF, premium fully paid for medical, dental, and life insurance plan. No state or local income tax. **Application deadline: 5 pm, Thursday, March 31.** Send letter of application, full resume, and the names, addresses, and telephone numbers of at least 3 references who are knowledgeable of your qualifications for this position to: Charles E. Chamberlin, Deputy Director of Libraries/Head, Personnel and Administrative Services, **University of Washington Libraries, FM-25, Seattle, WA 98195.** AA, EOE.

NETWORK

Coordinator of network services. **RESPONSIBILITIES INCLUDE** training and support of member libraries utilizing OCLC's online system; preparation of technical documentation and memos; program planning particularly in the area of cataloging; evaluation and implementation of new services and products; shared responsibility for solving problems related to OCLC microcomputer-based applications and other day-to-day operational problems; preparation of profiles and profile-change requests. This position requires approximately 25% travel time in the network's service area, primarily by car. **QUALIFICATIONS:** MLS or equivalent degree; 2 yrs.' cataloging experience; operational familiarity with OCLC's online system; knowledge of OCLC-MARC bibliographic formats and cataloging practices; ability to organize work

and meet deadlines; strong communication skills; teaching or training experience desirable; desire to join a team committed to excellent service to the membership. Salary: \$22,400+, and standard benefits. **Deadline for application: March 15.** PALINET is a cooperative network brokering OCLC and other automated services and products to libraries in Pa., N.J., Md., and Del. Submit resume with 3 references to: Rian Miller-McIrvine, **PALINET, 3401 Market St., Suite 262, Philadelphia, PA 19104.**

PUBLIC LIBRARY

Adult services consultant. ALA-MLS to work in a progressive, growing library system located off the New York State Thruway and the Quickway, Route 17, 2 hrs. from N.Y.C. Duties will include public relations for the system and its members; programming; continuing education; working with 50 member libraries in collection development, reference services, and microcomputer activities such as book order, communication by modem, and interaction on the developing automated library system. Salary in the mid-\$20s, dependent on experience. **Send resume by April 1.** Include salary history and names of 3 references to: **Ramapo Catskill Library System, Search Committee, 619 North St., Middletown, NY 10940.**

Assistant director. ALA-MLS, 5 yrs.' experience including supervisory experience. New position offers unique opportunity for professional growth in library serving a university-enhanced community of 80,000. Responsibilities include personnel and staff development, public relations, adult and young adult program coordination, and assistance with other administrative matters. Minimum salary: \$23,244. Send resume and 3 references to: Patricia Schaefer, Director, **Muncie Public Library, 301 E. Jackson St., Muncie, IN 47305.**

Automation consultant. Immediate opening available for self-starter who has knowledge and experience with microcomputer library applications. Would work with member libraries in automation planning and start-up, assist in automation continuing education, share ideas about automation, and serve as representative at automation meetings. Would manage a CLSI central site operation. People skills and promotional ability required. Needs flexible personality, speaking and writing skills, and desire to travel in the 12-county area (system car provided). MLS from ALA-accredited school, 3 yrs.' professional library experience, including job-related work with micros, needed. Supervisory skills desirable. Must relocate to Rockford after being employed. Need valid driver's license. Salary: \$22,688-\$32,000, negotiable based on qualifications. Excellent benefits. Send credentials to: Sharon Loe, Assistant Director, **Northern Illinois Library System, 4034 E. State St., Rockford, IL 61108.** EOE.

Branch head, El Paso Public Library. One branch head position presently vacant; another branch head vacancy anticipated in March. Branches are open 45 hours a week, including Saturdays. Responsibilities include staff supervision, collection development, community relations, readers' advisory and reference, implementing library system policies, planning library programs. Requires MLS from an ALA-accredited school and 2 yrs.' directly related public library experience beyond receipt of the master's degree. Spanish-language ability highly desirable. Previous supervisory experience preferred. The El Paso Public Library System consists of a main library, 9 branches, and 2 bookmobiles. Automated circulation and online public access catalog slated for September 1988. Starting salary \$22,033 annually; 22 days' annual leave; 15 days' sick leave; group health insurance; retirement plan; no state

Library Specialists Children's Service

Orange County Public Library has full- and part-time openings for children's librarians to assist in the operation of a library branch and to be responsible for the children's services program. Requires MLS or 3 yrs.' community-oriented experience with full children's program responsibility. Excellent benefits/competitive salaries. Salary range is \$1,919-\$2,437/month.

Become a part of a large, active, and growing library system. Apply immediately by calling for information and mailed application materials (resumes cannot be accepted in lieu of a county application) to: **714-834-2844.**

income tax. **Letter of application, with resume, must be postmarked no later than March 31.** Address correspondence to: **Personnel, El Paso Public Library, 501 N. Oregon, El Paso, TX 79901.** An equal-opportunity, affirmative-action employer.

Branch librarian. ALA-MLS required. Supervisory experience desired. Responsibilities include collection development, programming, neighborhood outreach. Salary: \$19,647, with benefits. Send resume and 3 references to: Patricia Schaefer, Director, **Muncie Public Library, 301 E. Jackson St., Muncie, IN 47305.**

Children's librarian, department head. Progressive library in the beautiful Black Hills seeks dynamic, creative professional to expand children's services (including collection development, programming, staffing, publicity, reader services, and liaison to other agencies). Member of management team. MLS and experience preferred. Beginning salary range \$18,755-\$23,000. Friendly, growing city of 51,000. Abundant recreational and expanding cultural opportunities. Send resume and references to: **City of Rapid City, Personnel Department, 300 6th St., Rapid City, SD 57701.** An equal-opportunity employer.

Director, Meridian (Miss.) Public Library. Serves population of 77,000 (city and county) in east central part of state. Plans, directs, and supervises library activities under direction of 5-member Board of Trustees. Staff of 20 FTE; circulation, 174,000; collection, 155,000. Requires ALA-accredited MLS and minimum 5 yrs.' increasingly responsible experience, with proven supervisory and administrative skills. Salary range: \$24,000-\$28,000, plus benefits. **Send resume and 3 references by March 30** to: J. Michael Corrigan, Jr., Chair, Board of Trustees, **Meridian Public Library, 2517 7th St., Meridian, MS 39301; 601-693-6771.**

Director of library services, Neenah Public Library. Position to begin June 1988. **THE LIBRARY NEEDS:** an individual with vision, energy, professional competence, and leadership capabilities; an ALA-accredited MLS; and 5 yrs.' responsible library administrative experience. **THE LIBRARY OFFERS:** strong basic library program, excellent children's program, growing audiovisual department, special outreach and senior citizen services, in-progress automation program, 140,000-volume collection, \$640,000 budget, staff of 20, salary range of \$30,000-\$35,000, and excellent fringe benefits. Neenah, located in northeast Wisconsin's Fox River Valley, offers a high quality of life. **Send letter of application and resume by April 1** to: William Neer, Board President, **Neenah Public Library, 240 E. Wisconsin Ave., Neenah, WI 54956.** Applications confidential. An equal-opportunity employer.

Director of public library in historic Plymouth, Mass., a growing seaside commu-

Librarian V Extension Services

The Milwaukee Public Library is seeking a qualified individual to oversee its neighborhood libraries and extension services division. Requires master's degree in library science and 7 yrs.' professional library experience with at least 5 yrs. at a public library. 3 of the 7 yrs. must have included increasingly responsible supervisory and administrative experience. City of Milwaukee residency required within 6 mos. of appointment. Salary range is \$35,491-\$49,684 based on performance. For application materials, contact: **Katherine Warnke, Personnel Department, Room 706, City Hall, 200 E. Wells St., Milwaukee, WI 53202-3554; 414-278-3372.**

An affirmative-action employer
Women, minorities, and handicapped individuals
are encouraged to apply.

nity of 40,000 located between Boston and Cape Cod. Automation and building projects in the works (50,000-sq.-ft. central library planned). Salary range of \$29,728-\$36,993 under consideration for reclassification and upgrade. Requires MLS and 7 yrs.' professional experience, including considerable supervisory and administrative experience. Building and automation experience desirable. **Application deadline: April 1.** Send resume and 3 references to: Search Committee, **Plymouth Public Library, 11 North St., Plymouth, MA 02360.**

Director. The Westerville (Ohio) Public Library seeks an articulate, community-oriented person with demonstrated administrative ability and leadership skills for its progressive and growing library. MLS from an accredited ALA institution with 5 yrs.' demonstrated successful experience in professional library management. The library is an independent system located in the metropolitan area of Columbus, Ohio, serving 55,000 people. Budget \$1.8 million; collection 175,000; staff numbering 40 full-time equivalents; online catalog; strong audiovisual services. Salary negotiable from \$38,000 with excellent fringe benefit package. Position to be filled by Aug. 1. **Letter of application, plus resume listing 3 professional references, should be submitted by April 30 to:** Chair, Search Committee, **Westerville Public Library, 126 S. State St., Westerville, OH 43081.**

Extension librarian for Berkeley County Library, located 30 miles from Charleston, S.C., serving population of 94,727. Supervises 3 branches and a bookmobile. Requires ALA-MLS with at least 2 yrs.' public library experience. Salary \$19,793-\$21,266 plus benefits. Position will be available immediately. Send resume to: **Berkeley County Personnel Department, 223 N. Live Oak Dr., Moncks Corner, SC 29461.** Equal-opportunity employer. Berkeley County does not discriminate against handicapped persons.

Head of circulation department and Browsing Library, Ann Arbor (Mich.) Public Library. A school district public library supported by a separately voted tax serving 130,000, 1 million circulation; central library, 3 branches, and bookmobile. **DUTIES INCLUDE:** Operation of circ. department at main library and coordination of circ. services to branches and outreach; coordination of the automated circulation system; supervision of staff of over 30; departmental planning and budgeting; maintenance of systemwide statistics; and following implementation of library's long-range plan and approval of bonding for main library's expansion, to oversee also Browsing Library of fiction, special collections, periodicals, coordination of adult programming, and YA services. **MINIMUM QUALIFICATIONS:**

Master's in library science from an ALA-accredited library school. 3 yrs.' successful and relevant public library experience. Supervisory experience and experience in an automated library system and in fiction selection. **DESIRED QUALIFICATIONS:** 5 yrs.' experience and 2 yrs.' supervisory experience. Entry salary: MA, Step 3, \$25,545 plus 15% index, of a 10-step teachers' salary schedule (Step 10, \$39,050); excellent benefits. Position currently available. **Deadline for application: April 19, 5 pm.** Please indicate if you are attending PLA National Conference in Pittsburgh. Out-of-town applicants selected for interview and attending PLA will be interviewed there. Include a letter of application and professional resume to: Dolores Dawson, Assistant Superintendent for Human Resource Services, **Ann Arbor Public Schools, 2555 S. State St., Ann Arbor, MI 48104.** (Please do not inquire at or apply to the public library.) An equal-opportunity, affirmative-action employer.

Librarian, adult services. Challenging reference position in midwestern community serving a metropolitan population of approximately 279,000. Responsible for conducting library services including reference, selection, collection maintenance, instructing and training of subordinate staff, involvement in community activities, and related work. **REQUIREMENTS:** ALA-accredited MLS. Salary range \$20,123-\$25,154. **Deadline: March 15.** Apply to: **City of Rockford, Personnel Department, 425 E. State St., Rockford, IL 61104.** Minorities and women are encouraged to apply. Applicants must be willing to relocate within the city of Rockford. The Rockford Public Library is an equal-employment, affirmative-action employer.

Librarian, children's services. Salary \$2,159-\$2,625/mo. Under general direction of a library branch manager, the children's librarian plans and conducts activities of children's library services and provides highly responsible and technical staff assistance to library branch manager. Among the duties are advising children and teachers in choosing materials for children of all ages, and implementing a variety of library-related educational programs and activities including story hour. Previous experience in children's services highly desirable. Must possess master's degree in library science. **Final filing date: 5 pm, March 18.** For details and application, contact: **Personnel Department, City of Newport Beach, POB 1768, 3300 Newport Blvd., Newport Beach, CA 92658-8915; 714-644-3300.** Equal-opportunity employer.

Librarian, head, Hoyt Library, Kingston, Pa. Newly remodeled & expanded public library serving multicommunity population of 50,000+ in suburban Wilkes-Barre. Position requires ALA-accredited MLS & 3-5 yrs.' supervisory experience in a public library. Looking for enthusiastic & outgoing person with proven ability to communicate effectively with staff, public, & government officials, with commitment to literacy. Salary: Min. \$25,000, negotiable commensurate with experience. Usual benefits including retirement & 20 days' vacation. **Applications accepted until March 31** or until suitable candidate found. Send resume & 3 current references to: **Head Librarian Search Committee, Hoyt Library, 284 Wyoming Ave., Kingston, PA 18704.**

Librarian IV (children's services coordinator), \$29,316-\$39,576 per year. This management position will coordinate children's services for a library system with a 262,000-square-foot main library and 23 branches serving 1.2 million residents in Broward County, Fla. Requires master's degree in library science from a college or university accredited by the American Library Association and 5 yrs.' experience in a supervisory capacity in a medium-to-large library system, which must have included 3 yrs.' experience in the children's service unit and 6 mos.' experience in the administrative aspects of the work; or any equivalent combination of training and experience. **Official application must be received by the Broward County Personnel Division by 5 pm April 15.** Official applications and additional information may be obtained from: **Broward County Personnel Division, 115 S. Andrews Ave., Ft. Lauderdale, FL 33301; 305-357-6444.** Equal-employment-opportunity. M/F/H.

Library Manager Pasadena, Calif.

Medium-sized, very active public library in world-class city seeking extraordinary library manager for top management position. Responsible for the planning, coordination, and management of cataloging, technical processing, circulation services, and advanced automation activities. Service-area budget \$1.2 million, 46 FTE. Requires minimum of 4 yrs.' professional public library experience, 2 yrs.' support services supervisory experience, & MLS. Salary: \$3,018-\$3,772/mo., d.o.e., plus excellent benefits and city-paid retirement. In addition, management salaries are adjusted in January of each year. **Deadline: March 31.** Contact: **Personnel Dept., City of Pasadena, 100 N. Garfield Ave., Pasadena, CA 91109; 818-405-4366.**

EOE, AA

experience in the administrative aspects of the work; or any equivalent combination of training and experience. **Official application must be received by the Broward County Personnel Division by 5 pm April 15.** Official applications and additional information may be obtained from: **Broward County Personnel Division, 115 S. Andrews Ave., Ft. Lauderdale, FL 33301; 305-357-6444.** Equal-employment-opportunity. M/F/H.

Librarians. The City of Fort Worth Public Library has 4 professional librarian positions: 1) **Heritage Center Librarian II.** \$22,464-\$31,452. New position to assist in the acquisition and preservation of special collections including archives, manuscripts, rare books, and local history. **EDUCATION:** MLS from an ALA-accredited college/university with BA degree in history or closely related field. **EXPERIENCE:** 2 yrs.' professional library experience in materials preservation. 2) **Children's Librarian I.** \$20,387-\$27,190. This position is located at the Regional Library and is responsible for providing children's services to patrons. **EDUCATION:** MLS from an ALA-accredited college/university. **EXPERIENCE:** None. Preference given to public library experience in children's services. 3) **Children's Librarian II.** \$22,464-\$31,452. This position is located at the Central Library and is responsible for providing children's services and programs. **EDUCATION:** MLS from an ALA-accredited college/university. **EXPERIENCE:** 2 yrs.' professional library experience. Preference given to public library experience in children's services. 4) **Media Librarian II.** \$22,464-\$24,000. This position is located at the North Texas Library System which has a 5,000-item film and video collection. The collection circulates through a computerized booking system and circulation packets. This service is provided to 54 member libraries. **EDUCATION:** MLS from an ALA-accredited college/university. **EXPERIENCE:** 2 yrs.' professional library experience. Preference given to public library experience in media/video services. **Application deadline: March 25.** Submit resume for each position for which you are applying (please specify). Apply to: **City of Fort Worth Personnel Dept., 1000 Throckmorton, Fort Worth, TX 76102.**

Library administrator. A progressive public library with a wide range of services, a collection of 113,000 books, and a budget of \$638,000 is seeking an administrator to direct 4 professionals and a support staff of 13 full-time equivalents. Leadership ability and experience in library automation, collection development, and public relations are required. Skill in long-range planning, management, communication, and staff supervision is essential. Candidates must have an MLS from an accredited institution plus at least 4 yrs.' experience in public library administration. Minimum salary \$33,000. Submit a resume

Search Extension for Director • Newark Public Library

The Board of Trustees seeks an administrator for a historically significant library that continues to be a vital resources service center for Newark, a city on the way up, and for New Jersey. A main library, 8 branches, and extension services serve 330,000 people with a budget of \$8.2 million, a staff of 235, a collection of 1.25 million, and circulation of 1.5 million. An EO, AA employer.

The position requires well-developed skills for all standard library management duties including provision of leadership to board, staff, and community; long-range planning and short-term coping; budget development and expenditures control; supervision of collection management and day-to-day operations management; effective organization of staff resources; delegating, monitoring, and evaluating; personnel functions; application of computer and other technology to library processes; facilities planning and care; stimulation of programming; extension of services into the community; creating strong community relations and library visibility; quantified and analytic reporting.

MINIMUM REQUIREMENTS: ALA-accredited MLS; 10 yrs.' professional experience, emphasizing public libraries, with 4 in management/supervision; superior communication abilities, verbal and written; understanding of library management in a multicultural urban environment; evidence of leadership qualities. Salary: \$60,000+.

Submit resume, with an informational 1-or-2-page cover letter, by March 25 to the library executive search/screening firm of:

Gossage Regan Associates
15 W. 44th St.
New York, NY 10036

and 3 letters of reference to: Carl Hammerstrom, Search Committee Chair, **Peter White Public Library, 217 N. Front St., Marquette, MI 49855.**

Library assistant director, systems support & technical development. Beginning monthly salary: \$3,152; monthly salary range: \$3,152-\$4,663. Position directs centralized management information system plus technical and systems support services for the Atlanta-Fulton Public Library. Successful candidate will have a master's degree in library science from an ALA-accredited college or university and extensive progressively responsible professional experience (minimum 5 yrs.) in library technical service, library automation, and systems analysis. Must possess or have the ability to obtain a valid State of Georgia Librarian's Professional Certificate prior to attaining permanent Merit System status. To obtain an application, send resume to: **Fulton County Personnel Dept., 503 Administration Bldg., 165 Central Ave. S.W., Atlanta, GA 30303.** An equal-opportunity employer.

Library director for 4-county public library system in beautiful northeast Georgia. System consists of headquarters library and 5 branch libraries, serving a population of 72,000. Responsible for administration of all activities, including automation of services and completing building program for one branch. **QUALIFICATIONS:** MLS from ALA-accredited school with experience in an administrative capacity in public libraries. Must be eligible for certification by Georgia State Board for the Certification of Librarians. Knowledge of automation is desirable. Salary: Dependent on experience; minimum \$24,780. Benefits: Georgia Teacher Retirement, state health benefit plan, paid vacation and sick leave. Position available July 1. **To apply send resume and letter of application, with references, by April 1 to:** Rush Mauney, Chair, Library Board of Trustees, c/o **North-east Georgia Regional Library, Jefferson and Green Sts., POB 378, Clarksville, GA 30523.**

Library director, Greenwich Library (reopened search). The town of Greenwich is seeking a director whose dynamic leadership, creative ideas, and management skills will build upon a reputation for excellence. The director will be responsible for ensuring quality service, controlling costs, and planning, organizing, and directing all library activities. The Greenwich Library's resources include 56 employees, 2 branches, an operating budget

of \$2.6 million, and a circulation of about 750,000 books. Position requires 8 yrs.' relevant work experience, an ALA-accredited MLS degree or its equivalent, excellent interpersonal written and oral communications skills, and solid management and administrative abilities. Salary range \$47,400-\$66,500 in accord with experience. **Send resume by March 21 to:** Director of Personnel, **Town Hall, 101 Field Point Rd., Greenwich, CT 06830.** An affirmative-action-plan employer.

Library director, Orange County Public Library, serving the county and town of Orange, Va. Pop.: 20,000. Located near Charlottesville, Va. Administer all aspects of a county library incl.: acquisitions, budgeting, cataloging, and development of grant proposals & personnel. 5-yr. plan calls for building and automating. **REQUIRED:** ALA-accredited MLS with 2 yrs.' experience. Computer experience a PLUS! Minimum salary: \$20,000. Position open: July 1988. **Send resume, transcript of coursework, and 3 references by April 30 to:** Gayle Miller, Search Committee, 141 N. Madison St., Orange, VA 22960.

Library director (search reopened). A regional library system serving 2 counties with a total population of 42,101. One main and one branch library with a staff of 13 in a 1987-88 budget of \$322,000. Requires an ALA-accredited MLS and public library administration experience is preferred. Knowledge of automation is a plus. Salary \$20,000-\$26,000, commensurate with experience, plus benefits. **Send resume and letter of application with 3 references by May 1 to:** Library Board of Trustees, c/o **Wythe-Grayson Regional Library, POB 159, Independence, VA 24348.**

Library director. The Deerfield Public Library, serving a community of 17,500, is located 26 miles north of the Chicago metropolitan area. Member of the North Suburban Library System. Collection 121,500 volumes; circulation 230,000; budget \$975,947; staff 20 FTE, 7 of whom are librarians. Geac automation system, online catalog, OCLC, and online searching. **QUALIFICATIONS:** ALA-accredited MLS and 5 yrs.' administrative experience in personnel management, and automation and financial planning. Starting salary \$36,000+ depending upon qualifications. Excellent benefits. **Deadline for application April 30.** Send resume and letter of application with 3 professional references to: Search Committee, **Deerfield Public Library, 920 Waukegan Rd., Deerfield, IL 60015.**

Member services coordinator. Northwest Kansas Library System seeks energetic, personable, and well-organized librarian to manage newly combined technical services/reference/ILL departments of 12-county, multi-type cooperative library system. **PRINCIPAL DUTIES:** Supervision of staff of 5 (4.5 FTE) in 2 small but very busy departments; collection development; book selection in fiction, coordination of summer reading and continuing education activities for member libraries, assistance with consulting for member libraries. NWKLS participates in OCLC and the Kansas Information Circuit. It is strongly committed to the use of microcomputers in its internal operations. The system has over 40 member libraries and is located in rural Kansas. There is ample opportunity for quiet, rural life with no commuting. The cost of living is low and the people pleasant. Pheasant hunting is a major recreation activity. There is a lake near the system headquarters town of Norton. It is about 6 hours from Denver and the ski country of Colorado. **QUALIFICATIONS:** MLS from ALA-accredited library school, minimum 2 yrs.' previous library experience in technical services and ILL. **SALARY:** minimum \$18,000. Cafeteria plan for fringe benefits to be enacted in early 1988. BC-BS coverage, 18 annual leave days. Send resume and 3 letters of reference to: Bruce L. Bumbalough, System Director, **Northwest Kansas Library System, 408 N. Norton St., Norton, KS 67654.**

Personnel director, St. Louis Public Library, an independent government agency. Personnel department positively supports 220 supervisors and employees. Responsible for recruitment, training, salary administration, employee benefits, employee appraisal, employee safety, and labor relations. Required: Bachelor's degree in personnel, management, public or business administration, and 5 yrs.' successful, progressively responsible experience in personnel administration. Desired: Master's degree in personnel, management, public or business administration, or librarianship (ALA-MLS). Minimum: \$31,273. **Please submit letter of application, resume, and 3 references by March 15 to:** Michael McKay, Assistant Director, **St. Louis Public Library, 1301 Olive St., St. Louis, MO 63103.** AA, EOE.

Public services librarian. ALA-accredited MLS, 2 yrs.' professional experience. Plan, direct, and supervise adult services including reference, circulation, ILL, and special collections. Microcomputer knowledge. Starting salary: \$17,000. **Send resume and references by April 1 to:** Larry Larson, Director, **Fort Smith Public Library, 61 S. 8th, Fort Smith, AR 72901.**

Technical services librarian needed for Uinta County Library, Evanston, Wyo. Candidates must have an ALA-accredited MLS, which includes coursework in the Dewey Decimal System, Library of Congress subject headings, AACR2, and online cataloging using OCLC. Responsibilities of this position include supervision of 3 staff persons, online cataloging, some original cataloging, continuing a retrospective conversion of a collection of about 60,000 volumes using a combination of OCLC and Bibliofile, planning and implementing our conversion from Sears subject headings to LC, and supervision of linking Uinta County Library's holdings into a statewide Geac database. Position may include some reference work. The library adds about 7,000 volumes annually. Salary range begins at \$18,054 annually depending upon qualifications and experience. A generous fringe benefit package is included. Applications accepted until position is filled. Send letter of application, resume, and 3 references to: Frank J. Swan, Director, **Uinta County Library System, 701 Main St., Evanston, WY 82930.**

4 positions for the St. Louis Public Library. 1) **Branch library supervisor.** Direct supervisory responsibility for a branch library of 22,000 volumes, including collection development and maintenance, personnel, and building and grounds maintenance and appearance. Other responsibilities include budget planning, promotion of branch in community, and in-service training. **QUALIFICATIONS:** MLS from ALA-accredited school; 3-5 yrs.' increasing responsibility in a public-library public-services unit, preferably in a branch library. Demonstrated supervisory, managerial, and communication skills. Salary range: \$25,410-\$34,650. 2) **Assistant branch library supervisor.** Works under the direct supervision of the branch library supervisor, but with assigned authority in specific areas of responsibility. Promotes branch within the community. Provides substantial support and assistance in the overall management of the branch. **QUALIFICATIONS:** MLS from an ALA-accredited school. 2 yrs.' experience in a public-library public-service setting. Ability to work without direct supervision, on own initiative and under pressure. Highly developed reference, communication, and interpersonal skills. Salary range: \$22,107-\$30,145. 3) **Librarian /children's librarian (2 positions open).** Will be working in a branch. Responsible for development and maintenance of children's literature collection and children's programming for the branch. Participates in adult reference and information service covering entire branch collection. Supervises clerical workers in branch library supervisor's absence. **QUALIFICATIONS:** MLS from an ALA-accredited school. Coursework in children's literature. Good interpersonal skills, especially with children. Preferably some experience in children's services, including programming. Salary: \$18,687-\$25,482. **FOR ALL 4 POSITIONS ABOVE:** Benefits include 3 weeks' paid vacation, and medical, dental, and life insurance. **Application deadline is March 15.** Send cover letter, resume, and names of 3 references (including telephone numbers) to: Acting Director of Human Resources, **St. Louis Public Library, 1301 Olive St., St. Louis, MO 63103.** St. Louis is a large urban area with a multiethnic population of 425,000. The St. Louis Public Library is an affirmative-action, equal-employment-opportunity employer.

SCHOOL LIBRARY

Head Librarian

Albuquerque Academy, an academically rigorous, coeducational, college-preparatory, independent school for 800 students in grades 6-12 with a faculty of 105, seeks a head librarian to administer the library program, including construction of a multimillion-dollar library building in 1989. The head librarian is expected to provide leadership in bibliographic instruction, collection development, online services for reference and technical processes, and audiovisual services. Other responsibilities include evaluation, selection, and implementation of new computer or audiovisual technologies in support of the academic program and hiring, training, and evaluation of library personnel. ALA-accredited MLS degree required plus experience in academic libraries with administration, automated systems, collection development, and audiovisual hardware and software. Good verbal and written communication skills; ability to work effectively with faculty and students. Faculty position, excellent fringe benefits, salary in the \$30s. **Send letter of application, resume, and names of 3 references by March 31 to: Robert L. Bovinette, Headmaster, Albuquerque Academy, 6400 Wyoming Blvd. N.E., Albuquerque, NM 87109.**

SCHOOL LIBRARY

High school librarian. Holland Hall School, a college-preparatory, coeducational day school affiliated with the Episcopal Church, seeks a librarian for its upper school, grades 9-12, starting August 1988. Position may include director of libraries for all 3 divisions of school of 1,000 students, prekindergarten through grade 12. Minimum of an MLS required, with 3 or more yrs.' experience highly preferred. The library is well supported, and the position is an excellent opportunity for the right individual. Salary range \$20,000-\$35,000 dependent on qualifications and position. Resume and cover letter to: Steve Kennedy, Director of Studies, **Holland Hall School, 5666 E. 81st St., Tulsa, OK 74137.** An equal-opportunity employer.

SPECIAL LIBRARY

Administrative/reference librarian, the Morton Arboretum. Library is devoted mainly to the literature of botany and horticulture and contains more than 20,000 volumes, a rare book collection of 3,000 volumes, and a collection of 2,000 prints and drawings. Serves a scientific staff and the public. **QUALIFICATIONS:** MLS degree with minor in plant science and at least 3 yrs.' administrative experience. Salary range: \$23,820-\$36,605, with excellent benefits. Send letter of application to: Marion T. Hall, Director, **The Morton Arboretum, Lisle, IL 60532.**

Head of photographic collections. The Indiana Historical Society is seeking a head for its photographic collections. The historical society, a well-endowed, private, not-for-profit corporation, is the oldest statewide organization of its kind west of the Alleghenies. It is located in downtown Indianapolis on the edge of the rapidly expanding campus of Indiana University-Purdue University at Indianapolis, and also near the soon-to-be-completed White River Park, a 267-acre recreational area. The head of photographic collections is responsible for the overall administration of the department, which is part of the William Henry Smith Memorial Library. The library is a repository of rare books, manuscripts, maps, ephemera, and more than 1 million photographs and other visual materials relating to the history of Indiana and the Old Northwest. Early collecting efforts centered on the period from the European exploration of the Middle West to the Civil War, but today collections have also been established in the areas of agricultural, architectural, black, ethnic, medical, women's, and twentieth-century social history. The head of the photographic collections is responsible for the arrangement and storage of photographic collections in accordance with sound bibliographic and archival practice; the organization and facilitation of field work designed to acquire new collections; the supervision of departmental personnel and other staff members in the provision of photographic services, and in the proper use of collections; and the determination of departmental goals, objectives, budgets, and long-range planning. The head of photographic collections reports to the director of the library. Candidates must have a master's degree in archival administration, library or information science, or other similar qualifying advanced education, with an emphasis on photographic collections preferred; and 2 yrs.' experience in a photographic archive or related special collection, preferably with supervisory responsibilities. Salary is mid to upper \$20s, depending upon qualifications. The historical society, an equal-opportunity employer, has an excellent benefit program. **Applications should be received by May 15.** Send curriculum vitae and supporting materials, along with the names of 3 references to: Bruce L. Johnson, Director, **William Henry Smith Memorial Library, Indiana Historical Society, 315 W. Ohio St., Indianapolis, IN 46202.**

SPECIAL LIBRARY

Technical Library Supervisor

IGT, a leader in energy research and education, has an immediate opening in our technical information center. **RESPONSIBILITIES:** Maintain and provide improved services for staff and clients; supervise staff of 2.

Candidates must have experience with OCLC, database searching, and computer library operation. Minimum 3 yrs. in a library environment, supervisory experience, as well as MSLS or equivalent required.

Salary in \$30s range and benefits including dental insurance, tuition assistance, and fully vested retirement plans. Please send resume with salary requirements to: **Personnel Department Z, Institute of Gas Technology, 3424 S. State St., Chicago, IL 60616.**

IGT

Equal-opportunity employer, M/F

STATE AGENCY

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DATEBOOK: events & educational opportunities

New listings. Other upcoming events appear in recent Datebook columns.

Beverly Goldberg, ed.

COMING UP

National Lib. Week April 17-23, 1988

Executive Board April 27-28, 1988

PLA National Conference
Pittsburgh, PA April 27-30, 1988

ALA Annual Conference
New Orleans, LA July 9-14, 1988
Dallas, TX June 24-29, 1989

IFLA General Conference
Sydney, Australia Aug. 30-Sept. 3, 1988

LITA National Conference
Boston, MA Oct. 2-6, 1988

ALA Midwinter Meeting
Washington, DC Jan. 7-12, 1989

ACRL National Conference
Cincinnati, OH April 5-8, 1989

AASL National Conference
Salt Lake City, UT Oct. 19-22, 1989

March

14: Copyright wkshp., Wisconsin Ctr., Madison. Spons., UW-Madison/Communication Programs. 6 CEUs available. Fee, \$85. Info.: M. Marler, Prog. Coord., UW/Div. of U. Outreach, 610 Langdon St., 53703 (608-262-2368) or Registration, Wisconsin Ctr., 702 Langdon St., 53706 (608-262-7942).

14: PsycINFO Online Searching wkshp., Ind. Coop. Lib. Services Authority (INCOLSA), Indianapolis, Ind. Also held March 15 & March 16 in Chicago, Ill., & March 17 in DeKalb, Ill. Spons., Psychological Abstracts Info. Services (PsycINFO). No fee. *Enrollment limited.* Info.: for March 14 prog., D. Feigel, INCOLSA, 1100 W. 42nd St., 46208-3379 (317-926-3361); for March 15 & 16 progs., W. Tylman, Lib. of the Health Sciences Lib., U. Ill. at Chicago, 1750 W. Polk St., POB 7509, Chicago, IL 60680 (312-996-8993); for March 17 prog., S. Huang, Lib., Northern Ill. U., DeKalb, IL 60115-2854 (815-753-9850).

16: Predicasts Applications for Consumer Products & Services Industries online searching seminar, Toronto, Ont. Also on March 24 in Pittsburgh, Pa.; March 25 in New York, N.Y.; April 7 in Detroit, Mich.; April 11 in Boston, Mass.; April 14 in Denver, Colo.; April 21 in Montréal, Que.; & April 25 in Washington, D.C. Spons., Predicasts. No fee. *Enrollment limited.* Info.: Seminars Dept., Predicasts, 11001 Cedar Ave., Cleveland, OH 44106 (800-321-6388; in Ohio 216-795-3000); for Canadian registrants only, call Micromedia Limited, Toronto, Ont. (800-387-2689 or 416-593-5211).

18: Purchasing & Bidding: Practicalities & Legalities prog., Calumet City (Ill.) Pub. Lib., 660 Manistee Ave., 60409. Spons., Lib. Admin. Conf. of Northern Ill. Info.: T. Strange, Palatine Pub. Lib. District, 500 N. Benton St., 60067-3582 (312-358-5881).

18-19: Database Software Applications for Libs. course, U. Wis., Madison. Spons., UW-Madison/SLIS/CE Services. CEUs available. Info.: J. Pearlmuter, Prog. Coord., SLIS CE Services, UW, 600 N. Park St., 53706 (608-262-6398).

19: Children's Books—The Creative Process: A Conf. for Writers & Illustrators, Hartford (Conn.) Col. for Women. Spons., Soc. of Children's Book Writers in coop. w/Hartford Col. for Women & U. of Hartford/Art School. Fee, \$30 SCBW mem.; \$35 nonmem. Info.: S. Aller, 999 Prospect Ave., West Hartford 06105 (203-236-0500).

19: Info. Professional: Challenge & Creativity prog., Triples Restaurant, Seattle, Wash. Cospons., Special LA/Pacific N.W. Chap.; Faxon Company. Info.: J. Hetzler, Lib., Moss Adams, 2830 Bank of California Ctr., 98164 (206-223-1820).

21-22: Legal Issues in Acquiring & Using Computers prog., New York, N.Y. Spons., New York U./School of CE. Fee, \$750. Info.: School of CE, NYU, 10012-1091 (212-580-5200).

21-23: Learning Resources: Challenge for the Future conf., Col. of Lake Co., Grayslake, Ill. Spons., Northern Ill. Learning Resources Coop. Fee, \$100. Info.: NILRC, Box 509, Sugar Grove, IL 60554 (312-446-4848).

24-25: Microcomputer Basics for Info. Professionals prog., Schaffner Lib., Northwestern U., 339 E. Chicago Ave., Chicago, Ill. Spons., Amer. Soc. for Info. Science/Chicago Chap. Fee, \$60. Info.: L. Davidson, Mudd Lib. for Science & Engineering, 2233 Sheridan Rd., Northwestern U., Evanston (312-491-2906).

26: Design & Development of Promotional Mat'ls. course, Indianapolis, Ind. Spons., Special LA/Ind. Chap. Info.: G. Pershing (812-335-7686).

29: The Perception of Value: One-Person Lnsdp. in Today's Info. Market prog., Saddle Brook (N.J.) Marriott Hotel. Spons., Special LA/N.J. & Hudson Valley chaps. Info.: K. Aughey, Lib., Amer. Cyanamid Co., 697 Rte. 46, Clifton 07015 (201-365-6148).

29-31: Home Video Show, New York, N.Y. Spons., Knowledge Industry Publications, Inc. (KIPI). Features "Building & Managing a Video Collection: A Wkshp. for Lns." Info. & complimentary tickets: S. Alper, Asst. V.P., KIPI, 701 Westchester Ave., White Plains 10604 (914-328-9157).

April

5: Predicasts New Products & Emerging Technologies seminar, Boston, Mass. Also on April 7 in New York, N.Y.; April 26 in Detroit, Mich.; & April 28 in Chicago, Ill. Details: see March 16.

7-8: Acad. Libs. in the Search for Excellence prog., Louisville, Ky. Spons., Ky. LA/Acad. Lib. Section. Info.: J. Moore, Jefferson Community Col., 40202 (502-584-0181).

8: Annual Symposium of Rutgers U./SCILS Alumni & Faculty, Cook Campus Ctr., Rutgers U., New Brunswick, N.J. Spons., Rutgers U./SCILS. Theme, "Leadership in the Lib./Info. Profession." Fee, \$8 for Rutgers grads. & faculty; \$10 nonmem. *Regis. dead-line April 1.* Info.: J. Glor, Alumni Relations, Rutgers U., 172 College Ave., 08903 (201-932-7695).

8: Working w/Other Community Organizations wkshp., Arlington Heights (Ill.) Mem'l. Lib., 500 N. Dunton Ave. Spons., Lib. Admin. Conf. of Northern Ill. Info.: A. Soderstrum,

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Hinsdale Pub. Lib., 20 E. Maple St., Hinsdale 60521 (312-986-1976).

12: A Framework for Strategic Management: Environmental Scanning & Strategic Planning seminar, Col. of St. Catherine, St. Paul, Minn. Spons., Col. of St. Catherine/Off. of CE & Summer Sessions. CEUs available. Fee, \$65. Info.: Off. of CE & Summer Sessions, Col. of St. Catherine, 2004 Randolph Ave., 55105 (612-690-6819).

14-15: Disaster Preparedness wkshp., Spartan Sports Ctr. Complex, Hillsborough, Fla. Spons., Fla. State U./SLIS/Staterwide Disaster Preparedness & Recovery Program for Fla. Info.: J. DePew, SLIS, FSU, 32306-2048 (904-644-5775).

14-15: Going It Alone: Managing the One-Person Lib. course, St. Louis, Mo. Spons., Special LA/Prof. Development Section. Info.: K. Warye, Prof. Development Section, SLA, 1700 18th St. N.W., Washington, DC 20009 (202-234-4700).

14-16: Archives-Libs. Committee spring mtg., Boston (Mass.) U. In conj. w/African Studies Assn. mtg. Info.: V. Evalds or G. Walsh, African Studies Lib., Boston U., 771 Commonwealth Ave., 02215 (617-353-3726) or M. Kraehe, Collection Development Dept., Alderman Lib., U. Va., Charlottesville, VA 22903-2498 (804-924-4989).

14-16: Computers & Reading/Learning Difficulties nat'l. conf., Philadelphia, Pa. Spons., Ed'l. Computer Confs. Fee, \$135. Info.: D. Frost, Ed'l. Computer Confs., Dept. N, 1070 Crows Nest Way, Richmond, CA 94803 (415-222-1249).

15: Leadership in Management Program: Selecting New Employees, Knickerbocker Hotel, Chicago, Ill. Spons., Inst. of Continuing Prof. Ed. (ICPE). Fee, \$100. Info.: D. Froomean, ICPE, 11 E. Hubbard, Suite 200, 60611 (312-329-9464).

15: Ln.'s I.Q. (Image Quotient), Syracuse, N.Y. Spons., Central N.Y. Lib. Resources Cncl. (CENTRO). Info.: M. Miller, CENTRO, 763 Butternut St., 13208 (315-478-6080).

15: Public Relations prog., SUNY/Buffalo. Spons., SUNY/Buffalo Libs. Info.: Staff Development Project Administrator, E.H. Butler Lib., State Univ. Col. at Buffalo, 1300 Elmwood Ave., 14222-1095 (716-878-6314).

16: YA Book Talk: First Annual Elaine Simpson Day for Discussing Bks. & the Teenage Reader prog., School of Communication, Lib., & Info. Studies, Rutgers U., New Brunswick, N.J. Spons., Rutgers U./SCILS/Prof. Development Studies. Fee, \$25. Enrollment limited. Info.: J. Varlejs, Prof. Development Studies, SCILS, Rutgers U., 4 Huntington St., 08903 (201-932-7169).

18: Advanced AGRICOLA wkshp., D.C. Ref. Ctr., Nat'l. Agricultural Lib., USDA, Rm. 1052 South Bldg., 14th & Independence Ave. Spons., NAL. Fee: free to gov't. agency employees; \$50 to others. Advanced regis. advised. Info.: NAL, 10301 Baltimore Blvd., 20705 (301-344-1214).

18: CA File for Online Searchers wkshp., Columbus, Ohio. Spons., Amer. Chemical Soc./Chemical Abstracts Service. Fee, \$120. Info.: C. Benintendi, CAS, POB 3012, Columbus 43210 (800-848-6538 x2557).

State and Specialized Library Association Conferences to Note:

Schl. Lib. Media Speclists./S.E. N.Y.
Poughkeepsie March 26-28, 1988

Wis. Assn. Pub. Lns.
Wisconsin Dells April 7-8, 1988

N.H. Ed'l. Media Assn.
North Conway April 8, 1988

Ala. LA
Montgomery April 12-15, 1988

Health Sci. OCLC Users' Grp.
Dublin, Ohio April 12-15, 1988

N.Mex. LA
Las Cruces April 13-15, 1988

S.C. Assn. Schl. Lns.
Columbia April 14-15, 1988

Pa. Schl. Lns. Assn.
Hershey April 14-16, 1988

Tex. LA
Corpus Christi April 19-23, 1988

Tenn. LA
Nashville April 21-23, 1988

Del. LA
Rehoboth Beach April 22-23, 1988

Mont. LA
Helena April 27-30, 1988

Mass. Assn. Ed'l. Media
Bridgewater April 28, 1988

Ohio Vly. Grp. Tech. Svcs. Lns.
Muncie, Ind. April 28-29, 1988

Mid-Atl. Reg'l. Archives Conf.
Allentown, Pa. April 28-30, 1988

U.S.A. Toy LA
Chicago, Ill. May 1-4, 1988

Int'l. Reading Assn.
Toronto, Ont. May 1-5, 1988

Midwest Archives Conf.
Chicago, Ill. May 5-7, 1988

18-19: Volunteer Management in Libs. prog., Wisconsin Ctr., Madison. Spons., U. Wis.-Madison/SLIS. 1.5 CEUs available. Fee, \$145. Info.: D. Weingand, SLIS, UW, 600 N. Park St., 53706 (608-262-8952) or J. Pearlmuter, Prog. Coord., SLIS CE Services (608-262-6398).

19-24: Québec Int'l. Book Fair, Québec Municipal Conv. Ctr., Québec City, Que. Info.: L. Michaud, General Dir., Québec Int'l. Book Fair, 2590 Blvd. Laurier, Suite 760, Ste.-Foy, Québec G1V 4M6, Canada (418-658-1974).

20: Nonfiction Books: You Can't Reach Kids without Them prog., Fort Wayne (Ind.) Airport Hilton. Spons., Area 3 Lib. Services Authority (Tri-ALSA). Fee, \$15 Tri-ALSA mem.; \$25 nonmem. Info.: Tri-ALSA, 900 Webster St., POB 2270, 46801-2270 (219-424-6664).

20: Pub. Lib. Personnel Management wkshp., Howard Johnson's Plaza Hotel, Lafayette. Spons., Wabash Valley Area Lib. Services Authority (ALSA). Info.: Wabash Valley ALSA, 224 S. Green St., Crawfordsville 47933 (317-362-5839).

21: Lib. Issues Lecture Series: Directions for ALA, Ernest S. Bird Lib., Syracuse (N.Y.) U. F. William Summers, SLIS dean, Fla. State U., Tallahassee, to speak. No fee. Info.: S. Nottingham, Community Services, Onondaga

Co. Pub. Lib., 335 Montgomery St., 13202 (315-473-2702).

21-23: Tennessee LA annual conv., Stouffer Hotel, Nashville. Info.: B. Nancy, Exec. Secy., TLA, POB 120085, 37212 (615-297-8316).

22: Collection Management: Issues & Answers prog., State College, Pa. Spons., Pa. LA/Col. & Research Libs. Div./Lib. Admin. & Management Round Table. Info.: S. Meringolo, Pattee Lib., Pa. State U., University Park 16802 (814-865-5093).

22: Planning & Preparing for the Info. Millennium seminar, Long Beach (Calif.) Airport Marriott. Spons., Special LA/Southern Calif. Chap. Fee, \$85. Info.: D. Novack, Corp. Info. Ctr. T1-3A, Allergan, Inc., 2525 Dupont Dr., Irvine 92715 (714-752-4854).

22: Put a Little Planning into Your (Lib.) Life spring wkshp., Canada Col., Redwood City, Calif. Cospons., Northern Calif. Technical Processes Grp.; Calif. LA/Technical Services Chap. Fee, \$13.50. Info.: B. Crofts, Butte Co. Lib., 1820 Mitchell Ave., Oroville 95966 (916-538-7206) or C. Bakke, Clark Lib., One Washington Sq., San Jose 95192-0028 (408-924-2781).

23: Winners & Losers 1987: A Closer Look at the Year's Top-Rated Children's Books prog., East Orange (N.J.) Pub. Lib., 21 S. Arlington Ave. Also on April 30 at Atlantic Co. Pub. Lib., 2 S. Farragut Ave., Mays Landing. Spons., Rutgers U./SCILS/Prof. Development Studies. Fee, \$40. Enrollment limited. Info.: see April 16.

23, 30: Using NEXIS for Online Ref. Work prog., School of Communication, Lib., & Info. Studies, Rutgers U., New Brunswick, N.J. Spons., Rutgers U./SCILS/Prof. Development Studies. Fee, \$75. Enrollment limited. Info.: see April 16.

26: Assn. of Jewish Libs./N.Y. Metro. Area Chap. mtg., Hebrew Union Col., New York, N.Y. Theme, "Automated Systems for Small Libs." Info.: A. Astrinsky (212-678-8970).

27-29: Strategies for Effective Service: Bringing Together Libs., Faculty, Info., & Technology reg'l. conf., Radisson Hotel, LaCrosse, Wis. Spons., ALA/Assn. of Col. & Research Libs. state chapters in Ia., Minn., N.D., S.D., & Wis. Info.: K. Schneider, WILS Dir., Mem'l. Lib., UW, Madison 53706 (608-262-9635).

May

6: Annual Zena Sutherland Lecture, Chicago (Ill.) Pub. Lib. Cultural Ctr., 78 E. Washington St. Spons., U. Chicago/GLS. Paula Fox, award-winning novelist, to speak. Fee, \$5. Info.: Sutherland Lecture, GLS, U. Chicago, 1100 E. 57th St., 60637 (312-702-8272).

6: Microcomputer-Based Automation of Small Libs. wkshp., Ironmen Inn, Coralville, Ia. Spons., U. Ia./SLIS. .6 CEUs available. Fee, \$45. Enrollment limited. Info.: E. Bloesch, SLIS, U. Ia., 3087 Lib., Iowa City 52242 (319-335-5707).

6-7: Lns. as Ed'l. Leaders: An Institute on Career Change, Grad. School of Ed., Bank Street Col., New York, N.Y. Focuses on school Inshp. Cospons., St. John's U./DLIS; Bank Street Col./Grad. School of Ed. One

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Ed., 610 W. 112th St., 10025 (212-663-7200
x584) or E. Corry, O.S.F., DLIS, St. John's
U., Jamaica 11439 (718-990-6200).

**10-12: Conservation in Archives: Current
Dimensions & Future Developments** int'l.
symposium, Nat'l. Archives of Canada, Ot-
tawa, Ont. Spons., Nat'l. Archives of Canada
in conj. w/Int'l. Council on Archives. Fee,

\$300 Canadian. Enrollment limited to 300.
Info.: G. Long, Coord., Int'l. Conservation
Symposium, POB 3162, Station D, Ottawa,
Ont. K1P 6H7, Canada (613-996-7277).

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Please detach and mail to: **Center for Management Development, School of Business Administration, Miami University, 103-C Laws Hall, Oxford, OH 45056; 513-529-2132.**

17-20: *Basic Management Skills Inst.*, Boston, Mass. Spons., Assn. of Research Libs./Off. of Management Studies. Fee, \$375. Enrollment limited. Info.: S. Jurow, Prog. Officer for Training, OMS, ARL, 1527 New

Hampshire Ave. N.W., Washington, DC 20036 (202-232-8656).

24-27: *Going to the Source: An Introduction to Research in Archives* course, Nat'l. Arc-

hives Bldg., Washington, D.C. Spons., Nat'l. Archives. Fee, \$85. *Regis. deadline April 30. Enrollment limited to 30.* Info.: E. Freeman, Chief, Ed. Branch, Nat'l. Archives & Records Admin., 20408 (202-523-3298).

1988 Study Tour Roundup

NOTE: Due to fluctuations in air fares, prices quoted are subject to change. Also, the class of accommodations and amenities varies from tour to tour, and should be confirmed with individual tour operators.

U.S.S.R.

June 3-15: *Ed'l. Ln. Delegation Tour* to: Leningrad, Tbilisi, & Moscow. Spons., U.S. Exchanges (Grosse Pointe, Mich.) in conj. w/ Wash. State U. Libs. Departs from New York, N.Y. Fee, \$2,875 (air fare, double-occupancy accommodations, & some meals). Optional trips to Europe & Scandinavia available. *Adv. regis. req'd.* For info., submit outline or abstract of 10-minute presentation on lib./info. sci. topic & one-page resume to: M. Pastine, Dir. of Libs., Wash. State U., Pullman 99164-5610 (509-335-4557).

July 11-31: *Early Childhood Education Tour* to: Moscow, Irkutsk, Tbilisi, Kiev, Leningrad. Spons., Citizens' Exch. Council; organized by Carol & Charles Sharpe (childhood educators). Departs from Los Angeles, Calif. Fee, \$3,445 (covers all expenses, based on double occupancy). *Regis. deadline May 11.* Info.: L. Bishop, Citizens' Exch. Council, 18 E. 41st St., New York, NY 10017 (212-889-7960).

July 14-31: *Art & Architecture Tour of U.S.S.R.* to: Leningrad, Novgorod, Tallinn (Estonia), Ivanovo, Palekh; ends in Moscow. Spons., Citizens' Exch. Council; organized by Carol Lynn Ecale. Departing from New York, N.Y., & from San Francisco, Calif. Fee, \$3,125 for New York departure or \$3,225 for San Francisco departure; (covers all expenses, based on double occupancy). *Regis. deadline May 14.* Info.: L. Allen, Citizens' Exch. Council, 18 E. 41st St., New York, NY 10017 (212-889-7960).

July 30-Aug. 13: *Soviet Society Today (Study Seminar) Tour* to: Leningrad, Vilna, Moscow, Helsinki (Finland). Spons., Texas Christian University; organized by John Loud, TCU professor. CEUs available through TCU. Departs from New York, N.Y. Fee, \$2,850 (covers all expenses, based on double occupancy). *Regis. deadline May 30.* Info.: K. Handelsman, Citizens' Exch. Council, 18 E. 41st St., New York, NY 10017 (212-889-7960).

Aug 6-20: *Life in the Soviet Union Today (Study Seminar) Tour* to: Moscow, Tashkent, Shakhriyabz, Leningrad. Spons., Central Mich. U.; organized by Joseph DeBolt, CMU professor. CEUs available through CMU. Departs from New York, N.Y. Fee: \$3,250 (covers all expenses, based on double occupancy). *Regis. deadline June 6.* Info.: J. DeBolt, Dept. of Sociology, CMU, Mount Pleasant, MI 48859 (517-774-3422).

Oct 2-14: *Historic Russian Capital Tour* to: Moscow, Kiev, Leningrad, Helsinki (Finland).

Sponsored & organized by Citizens' Exch. Council. Departs from New York, N.Y. Fee: \$1,950 (covers all expenses, based on double occupancy). *Regis. deadline Aug. 2.* Info.: R. Satterfield, Citizens' Exch. Council, 18 E. 41st St., New York, NY 10017 (212-889-7960).

South Pacific

IFLA ATTENDEES: The New Zealand LA will help you arrange visits to N.Z. libraries. For details, contact Peter Durey, Convener, Int'l. Relations Committee, NZLA, U. Lib., Private Bag, Auckland, New Zealand (09-737-999; Telex: NZ21480; Fax: 64-9-33429).

Aug. 14-29 (departure date approximate): *(Pre-IFLA) Lib. Conf. Study Tour* to: Auckland, Rotorua, Queenstown, Milford Sound, Mount Cook, Christchurch (New Zealand); Melbourne, Canberra, Sydney (Australia). Spons., Assn. of Col. & Research Libs./Greater N.Y. Metropolitan Chap.; organized by Helga Feder. Departs from San Francisco, Calif. Fee, \$3,600 (air fare, accommodations, & some meals). To incl. sightseeing, & lib. visits & talks. Optional trips in the South Seas available for those not attending IFLA Aug. 30-Sept. 3. Info.: Human Relations Inter-Grp., Conf. Reservation Ctr., 12 W. 32nd St., New York, NY 10001 (outside NY State 800-221-1255; in NY State 212-563-4370).

Aug. 18-Sept. 4: *(Concurrent w/IFLA) Tour* to: Great Barrier Reef, Darwin & Kakadu Nat'l. Park, Ayers Rock (Australia). Spons., IFLA/Committee on Theory & Research. Departs from both East & West coasts. Fee, \$2,975 for East Coast departure; \$2,715 for West Coast departure. Info.: E. Dyer, Dir., Public Affairs, Empire Blue Cross-Blue Shield, 3 Park Ave., New York, NY 10016 (212-481-2837).

United Kingdom/Europe

May 22-June 4: *English Libs. & Lnshp.* overseas study program, Oxford U., Oxford, U.K. Cospons., U. Okla./Col. of Liberal Studies; Oxford U./Bodleian Lib. 3 grad. cr. available. Fee, \$750 (course registration). Travel & housing to be arranged by course participants. *Regis. deadline April 22. Enrollment limited.* Info.: CLS Lib. Seminar, 1700 Asp Ave., Norman, OK 73037 (405-325-1061) or see ad in AL, Dec., p. 943.

June 17-July 11: *Music & Art Tour of London & Paris.* Spons., Portland State U./Summer Session. Trips to London only (June 17-July 3) or Paris only (July 3-11) also available. CEUs available. Departs from Portland, Ore. Fee, \$2,694 (combined tour). Info.: N. Goldman, Summer Session, Portland State U., POB 751, Portland 97207 (503-464-4081 or 800-547-8887; in Ore. only, 800-452-4909).

July 6-Aug. 8: *Literature Study Tour* to: England, Wales, Ireland, & Scotland. Spons. & organizer, Fort Hays State U./Dept. of Ed. Info.: D. Harsh, Dept. of Ed., Fort Hays State U., 600 Park St., Hays, KS 67601-4099.

July 15-Aug. 3 or July 15-Aug. 17: *British Studies in Lib. Science* overseas study program. Spons., U. Southern Miss./SLS in conj. w/Inst. of Anglo-Amer. Studies; organized by USM/SLS. Two courses offered: Historical Studies in Children's Literature & Studies in Lnshp., for either 3 grad. cr. (3-week stay) or 6 grad. cr. (5-week stay). Fee, \$2,295 (3 grad. cr.); \$2,495 (6 grad. cr.). *Regis. deadline May 31.* Info.: Dir., British Studies Prog., Ctr. for Int'l. Ed., U. Southern Miss., Southern Station, Box 5151, Hattiesburg, MS 39406-5151 (601-266-4344).

Aug. 14-31: *Polyalibion Tour to Literary England* to: Cambridge, Eastwood, Nottingham, Lincoln, Somersby, York, Ambleside, Haworth, Lichfield, Stratford-upon-Avon, Oxford, Stonehenge, Dorchester, Rye. Spons. & organizer, Plantagenet Tours. Departs from New York, N.Y. Fee, £2,048. Info.: P. Gravgaard, Plantagenet Tours, 85 The Grove, Moordown, Bournemouth, Dorset BH9 2TY, U.K. (in U.S.: 800-521-4556; in U.K.: 02-02-521895).

Mexico

June 30-July 20: *Mayan Legacy Study Tour.* Spons. & organizer, Portland State U./Summer Session. 4 CEUs available. Fee, \$1,624. Info.: N. Goldman, Summer Session, Portland State U., POB 751, Portland 97207 (503-464-4081 or 800-547-8887).

People's Republic of China

May 2-26: *Study Seminars in China* to: Beijing & Shandong provinces. Tour visits lib. science programs in Beijing & major libs. Spons. & organizer, Federation of Canada-China Friendship Assns. Departs from New York, N.Y., & from San Francisco, Calif. Fee, \$3,050 (New York departure); \$2,900 (San Francisco departure). Info.: G. Bonnycastle, Federation of Canada-China Friendship Assns., 318 Dundas St. W., 2nd Floor, Toronto, Ont. M5T 1G5, Canada (416-597-0051).

Sept. 3-20: *(Post-IFLA) Preserving China's History Study Tour* to: Guangzhou, Wuhan, Nanjing, Shanghai, Xi'an, Beijing. Spons. & organizer, Conservation Admin. News, U. Tulsa. Fee, \$3,876 for San Francisco-Guangzhou routing; \$5,107 for San Francisco-Sydney, Australia-Guangzhou routing (based on double occupancy). *Enrollment limited.* Info.: S. Swartzburg, CAN Study Tour, Preservation Office, Alexander Lib., Rutgers U., New Brunswick, NJ 08903.

bulletin board

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Supplier-provided ad materials help promote new online catalogs to community of users.

Supplier notes

The following items came to our attention at the ALA Midwinter Meeting Exhibits in January and in subsequent press notices. —Ed.

□ **CLSI** has created **publicity kits** to help customers promote their new online public-access catalogs. Omitting or downplaying the supplier's name, the materials include catchy public-service ads (above), and posters and training brochures with an encouraging theme for learners: "Finding out is what it's all about." In a somewhat new direction for supplier-produced marketing materials, the publicity is targeted (through the library) to the user. A model press release suggests the headline: (NAME) LIBRARY'S NEW EASY-ACCESS CATALOG OPENS A WORLD OF INFORMATION TO CURRENT AND NEW USERS.

□ In another slight departure from tradition, the **Faxon Co.** has chosen **Medline Knowledge Finder**, a CD-ROM database, as its first brokered off-line product. Medline Knowledge Finder is an updated database and search system containing full citations from major biomedical journals held in most health science libraries. With software developed by Aries Systems Corp., the system features easy-to-learn coordinated searching of some 240,000 citations. Call Faxon's Medical Information Services Division at 800-225-6055 or 617-329-3350.

□ "Voice. Video. Data. Together at last." So says a brochure describing the **Datapoint Minx** "personal communicator," a modular work station that links a pc, modem, networking software—and two-way video. The MINX system also allows far-out integration with auxiliary camera, video recorders, disk players, projection monitors, and broadcast television. A successful office automator overseas, Datapoint is marketing two library systems—TOBIAS and Data+Library—with local area networking capabilities. For informa-

tion: Datapoint Corp., 9725 Datapoint Drive, San Antonio, TX 78284-2097; Telephone: 512-699-7000.

□ **University Microfilms International** has added two new CD-ROM products to its "On-disc" offerings (which include Dissertation Abstracts). Now, the AB/INFORM database drawn from some 700 business and management publications is on a CD, five years retro, with two-month updates; and Newspaper Abstracts, article citations from major U.S. newspapers, is on disc with quarterly updates. Tested at 15 libraries, the new products are designed for both novices and advanced users. For information: Serials Sales Dept., 800-521-3044, or 313-761-4700.

□ **OCLC** has introduced a **CD system** that can back up a library's LS/2000 online catalog, provide off-line remote access to a catalog, or allow for sophisticated searching of a catalog base. The CD/2000 system has a user interface employing all the Boolean operators. For information: Local Systems Marketing Dept., 800-848-5878, ext. 6403.

□ From **Information Access Co.**, the people who gave the world Infotrac, comes a CD-ROM periodical index database tailored to academic libraries and called **Academic Index**. Using the access and security features of Infotrac, plus an Infotrac II work station, the new system indexes 375 titles recommended, in part, by academic library staff. Some 190 of the titles are of special academic interest and newly indexed; the remainder are selected from IAC's Magazine Index. The system is designed to function without librarian assistance and to answer the need for "an automated reference system that takes students beyond typical print sources, incorporates relevant titles contained in numerous currently available CD-ROM databases, and adds frequently used titles not regularly indexed elsewhere." Information: 800-227-8431, or 415-591-2333.

□ **Bowker Electronic Publishing** showed a prototype **Books in Print Plus for the Apple Macintosh** at ALA Midwinter, and hopes to have a version of it available by July, along with a **Mac-compatible Books in Print with Book Reviews Plus**. Books in Print Plus—some 770,000 citations searchable in 17 categories and their combinations—has been well received in its IBM-compatible form. Subscribers to that version who wish to switch to the Mac version "will be accommodated free of charge." Information: 800-323-3288.

□ **Three new services from Baker & Taylor** are Prebinds, a reinforced binding for youth materials (ask for the new catalog); **ACQUIRE**, a BaTaSYSTEMS software item to facilitate online ordering and confirmation; and a new selection catalog for ordering frequently used GPO documents with no depository or cash-order requirements. Information is available from local B&T Sales Departments.

Apply for

□ **By April 15:** Grants to all-but-dissertation doctoral candidates needing to use the resources of the Radcliffe College Schlesinger Library on the History of Women in America. Two grants of \$1,250 each. Call 617-495-8647.

□ **By May 15:** Hugh C. Atkinson Memorial Award of \$2,000 to recognize outstanding accomplishments by academic librarians working in library automation or management who have improved library service, development, or research. Self-nomination is appropriate. Information: Michael Gorman, Chair, Atkinson Award, Univ. of Ill., 246A Library, 1408 W. Gregory, Urbana, IL 61801, or Ellen K. Davis, ALA/ACRL, at ALA Headquarters phones.

□ **By June 15:** 1989-90 Fulbright grants for Australasia, India, and some in Latin America. Application materials available in April. Call Council for International Exchange of Scholars: 202-939-5403.

An end to innocence

How could a lover of scholarship be a book thief? In retrospect, how could we have been so innocent? The fragile trust between librarians and scholars is being imperiled by widespread book theft

by Lawrence W. Towner

IN THE QUARTER CENTURY THAT I WAS A LIBRARIAN, from 1962 through 1986, vast changes occurred in the library world. The period was really a series of revolutions in which hardly an aspect of librarianship remained unaffected. Think of it—computers and preservation technology; drastic changes in funding sources, dollar value, and material costs; tenure-driven demands on research libraries; and copyright issues.

Most of these stresses and strains can be quantified in millions of dollars. But one evolving change—with its own costs—has potentially graver and more insidious consequences than any of the others. It is the emergence of the theft of library materials as a plague throughout the world of libraries.

This change, marked by the increased vulnerability of library materials to theft, is illustrated by the case of Charles Merrill Mount, a Washington, D.C., writer and artist and an alleged manuscript thief. As the story was summed up in the *New York Times* (Oct. 13, 1987), Merrill was charged with the interstate transport of manuscripts from the Library of Congress and the National Archives, where he was “well known” as a “registered researcher.”

As Daniel Boorstin, then Librarian of Congress, put it, “A scholarly eminence and Ph.D. degree is no certificate of virtue.” But it used to be!

Dean Neal, executive director of the Society of American Archivists, was paraphrased in the same *Times* story as saying that “the trust formerly placed in the scholar and the air of collegiality that has been a hallmark of the academic and archival world are both rapidly disappearing.” “We’ve been burned too many times,” he added.

Lawrence W. Towner is president- and librarian-emeritus of the Newberry Library. This article is an updated revision of his keynote remarks at the landmark Oberlin Conference on Theft in 1983.



“Too many times” is indeed the key. One has only to remember the remnants of book chains that once secured books to reading tables in ancient libraries to know that book theft is no new phenomenon. It is as old as books themselves. But what was once only an endemic disease has in a quarter of a century become a virulent epidemic of unknown proportions.

The theft of unique manuscripts and maps, rare books, and even of current books and journals puts obstacles in the way of learning and scholarship, sometimes forever and universally, other times temporarily and locally. It steals from the many for the use of the few, whether it be for illegal resale or private use. And we are all the losers. What had been gathered and preserved for public purposes is stolen for the most selfish of reasons. This alone is intolerable and needs to be stopped.



After a number of major thefts resulting from lax security, the Newberry Library instituted tighter measures, including greater surveillance at the exit desk. These steps have strained the trust that has traditionally joined librarians, researchers, book collectors, and booksellers. (Photo by Anne Cusack, © Nov. 29, 1987, Chicago Tribune Co. All rights reserved, used with permission.)

Trust is the real victim

But in a larger sense, the real victim of book theft is far greater than the disappearance, temporary or permanent, of materials for study and research. The real victim is trust—that fragile net that for so long and so lovingly has held the library, its staff, the scholarly user, the book collector, and the bookseller together. It is trust that sustains all those whose purpose it is to collect, preserve, and make freely available our common human heritage so that scholars can constantly redefine and re-

interpret our usable past. As we permit that priceless trust to dissipate, we all become losers, and the Republic of Letters is itself imperiled.

The most terrible loss occasioned by book thefts, therefore, is in the fullest sense spiritual. Trust is replaced by mistrust. This is a moral tragedy. It is so acidic, so destructive, and it is becoming so pervasive that it may well destroy what we most desire to defend. At best it will be—already is—terribly costly; at worst it is making us view each other not as concerned

friends engaged in a common task, but rather as potential enemies, an attitude that can undermine our common purpose: the advancement and dissemination of knowledge.

How can this be happening? It would be easy to blame only those dishonest individuals, those numerous discovered and as yet undiscovered thieves who steal from us all. And certainly our major tasks are to track them down and to stop them, and to reduce the opportunity for additional thieves to appear and operate among us. To go to the other extreme, we might lay the blame for this tragedy on the corrupt, materialistic, and amoral society in which we live—on the times themselves.

Librarians share the blame

Whatever the cause, I want to share with you my feeling that we librarians must certainly assume a significant part of the blame for the thievery in our midst. An indifference compounded by innocence, ignorance, and complacency has allowed and even encouraged the current wave of thefts from our precious heritage. We are too belatedly coming to realize, as J. W. Griffith reminded us in the April 1978 *American Libraries*, that "Book losses in [our libraries] . . . probably aren't as bad as . . . [we] think. More than likely, they are much worse." So catch the thieves we must, stop the thieving we must; but to do this we librarians must put our own houses in order. Let me illustrate from my own experiences.

In the early 1970s, asked to preside over a session on security held among rare book librarians, I developed a 52-point questionnaire to circulate in advance among the participants, with a promise that I would eventually disseminate the quantified results. But the results of that questionnaire—which did not even include the basic question "Do you require positive identification of all readers?"—were so devastating (one librarian wisely refused to respond) that I could only summarize them orally at the conference and then lock them up, eventually to destroy them.

Certainly *then*, if to a lesser extent *now*, we librarians were guilty of neglect. We embraced the prevailing idea of mutual trust; or we were unwilling to risk offending our readers or alienating our staff; and, even if our eyes were opening, we were unable to turn up the new dollars, or unwilling to transfer the old dollars, so as to provide truly adequate security.

I believe my former institution in the 1960s may be instructive in this regard. Shortly before I left for the Newberry Library in 1962, readers we "knew and trusted" were allowed to work in our rare book stacks. This changed when a dealer returned a book that he had once sold to us, which had been subsequently sold back to him by a respected reader—I believe a gentleman of the cloth—who had worked in our collections. Did we prosecute the reader? No; we simply closed those stacks to all readers, and to this day I do not know if that thief knows that we know.

When I arrived at the Newberry, the only guard was a retired policeman at a small desk at the door, who presumably checked readers' tickets and examined their briefcases. But the back door was unlocked and unsupervised, and was used by staff and "old-hand readers" alike. Fortunately, we had closed book stacks and a non-circulating collection.

But our closed book stacks—rare books, special collections, and general collections—were then scattered on six floors in a block-long building behind 23 locked doors. Pages, paid at the

minimum wage, had virtually unsupervised access to them. The general collections stacks were also open on a need-to-use basis to some trusted readers. The books from the general stacks were paged through public corridors and elevators. Key blanks to the locks were available at the local hardware stores!

Positive identification was not required of persons who claimed they were Ph.D. candidates, or professors, or genealogists. Only the undergraduate and the occasional high school student was required to have a letter of introduction. Staff could carry grocery bags and even wrapped packages in and out with minimum scrutiny.

In the 1960s, then, our complacency about thefts, *even when we learned of them*, left us far too vulnerable. To this day, I do not completely understand that complacency, although certainly I shared it. Part of it stemmed, I believe, from the advice of legal counsel, who seemed to advise us against legal action for fear of false-arrest suits, or who believed that evidence for conviction would be unobtainable. Dismissal of an employee or barring a reader from admission was about as far as we were advised to go without hard, red-handed evidence, and even those actions could not be taken on mere suspicion.

Part of that complacency stemmed from a perhaps understandable misconception on our part: as humanists, we felt that persons we suspected of thievery were not really thieves, but emotionally disturbed persons who, when confronted with their acts—and not prosecuted—might avoid such transgressions in the future. How could a lover of scholarship be a book thief? In retrospect, how could we have been so innocent?

Like other libraries, we were in the 1960s—and still are, of course—more vulnerable to our staff than to our readers. How did we handle the problem?

Brown-bag "borrowing"

The case of one problem employee was particularly disturbing. There was enough evidence in that person's desk to indicate that the employee and the employee's roommate lived in a make-believe world of conspiracy that involved their writing incoherent letters to civic leaders, university presidents, and even one of our own trustees with accusations of the most unlikely behavior. During intensive and excruciatingly painful questioning, the employee broke down and wept before us, admitted "borrowing" uncataloged books by carrying them out hidden in bags of groceries. The books were returned and the employee was dismissed, but *not prosecuted*. It was a terrible experience.

In a second instance, a well-read member of our custodial staff was alleged to have dozens of Newberry books in his apartment. If I remember correctly, when we inquired of counsel concerning a search warrant, we were dissuaded from pursuing the matter. The evidence—if any—was too flimsy, and the possibility of a suit too likely; so we dropped it. He eventually quit.

In a third instance, a staff member was discovered removing printed call letters from the spines of some books. Little explanation was offered for that bizarre behavior, but again we were advised against going to the police, and, since the employee was leaving the library, *nothing* was done.

Thus, in three cases in the 1960s, we were too soft-hearted, indeed *too soft-headed* to prosecute. Did we come close to misprision of felony in these cases? It doesn't bear thinking upon in the dark of the night.

Rarely rough on readers

Nor were we tougher with our readers in the 1960s. We never did identify or catch the reader who was seen tossing a book out a window to a confederate. All of our windows are now locked. We didn't bar an old-time reader whom we knew was borrowing and returning books he was using for his dissertation; we just told him to stop. And despite the provocative suggestion of one suspected thief, we did not strip-search him—he had acted suspiciously in Special Collections and was probably the one who “wet-stringed” a title page from a rare pamphlet. We simply confronted him with our suspicions and banned him from the library. (We later learned that several libraries and booksellers had also banned him from *their* premises.)

A more recent case shows that we are tougher now than we were in the '60s, but it also illustrates how time-consuming the catching of a thief can be. An excerpted version of our security officer's report is given in the accompanying box. I have changed the names, since the case is still open.

To catch a thief: What's involved

A security officer's report

On Saturday, December 18, 1982, the following book was taken from the Special Collection Reading Room: *The Epistles of Jacob Boehme*.

The book was paged and delivered to a gentleman who signed into the Library as Mr. George Dumond at 12:17 p.m. The book was not returned to the Reading Room desk.

On Monday, December 20, 1982, the missing book was reported to me. A search of the admission applications revealed no application for the name George Dumond; however, I found an application for a Mr. Gene Dulane with similar handwriting. The address for Mr. Dulane was in the same area of the city as the address listed on the call slip for Mr. Dumond. . . .

Mr. Dulane had claimed academic affiliation with the University of Chicago; but the University of Chicago had no such person listed as a faculty member, staff member, or student. Mr. Dulane had presented an Illinois Driver's License when applying for his card on July 17, 1982, and I confirmed his address with the Department of Motor Vehicle Registration. On December 20, 1982, I sent Mr. Dulane a letter via certified mail which was returned unclaimed on January 7, 1983.

On December 29, 1982, after receiving no response from Mr. Dulane, and after being unable to contact him by phone, I called the Chicago Police Department. The Police Officer . . . filed a case report on the stolen book . . . The case was assigned to the Chicago Police Department Area 6 Investigators . . . On January 4, 1983, an Investigator delivered the original documents (call slip, sign-in sheet, and Application for Admission) to the Chicago Police Department Crime Laboratory. On January 25, 1983, the Chicago Police Department Crime Laboratory issued a report stating that in their opinion all items submitted for examination were completed by the same person. On Saturday, January 21, 1983, Mr. Dulane came to the Library and he was refused admission by the Kiosk Attendant and by the Duty Officer.

On January 28, 1983, I signed a complaint in the Circuit Court of Cook County, Branch 42, charging Mr. Dulane with felony theft. The case has been continued several times, and a felony warrant is currently outstanding. . . .

On May 9, 1983, the book was returned to the Library . . . through the United States mail. The binding had been broken and the bookplate had been removed. There is an incoherent sentence penciled on a blank leaf in the back of the book. I am holding the book while the Chicago Police Department Investigators decide whether to have it sent to their Crime Laboratory.

How long it has taken us all to wake up. At the Newberry we started getting religion when the “brothers” (two thieves disguised as monks) stole the atlases and other books from Yale; when the Gutenberg Bible was dropped into the Widener Library's center well by a would-be thief; when the professor from Tulane stole maps from us, among others; and when two maps were removed from early editions of our Champlain voyages, along with other similar maps from other libraries.

Our conversion to the true faith was completed more recently when it was revealed that some \$500,000 worth of rare books and manuscripts had been stolen from a local library, apparently over a period of years, with the apparently innocent connivance of a now-deceased staff member.

The dollar cost of this security consciousness is already high and it will grow higher. It will eat into our budgets for service and acquisitions. But I will not—in fact, dare not—reveal publicly the steps those costs include. I can mention a security audit, a high-security stack building, a full-time professionally experienced security officer, significant annual costs for collections insurance, a planned regular program of shelf reading, stack attendants for the few readers admitted to the stacks, greater surveillance in the reading rooms, and far greater surveillance at the exit desk.

But even with these measures, we will still be vulnerable not only to the clever and determined thief but also to our own staff, people we work with every day, whose birthdays and weddings and new babies we celebrate, whose deaths we mourn, and who are united with us in their dedication not only to scholarship but also to the institution we jointly serve. Are there thieves among us? Oh God, we do not know. What it would cost in dollars, and even more important, in morale, to test our staff by one of various methods available—polygraph or so-called pencil and paper test—can only be imagined.

Counting the human costs

To be sure, most of our security costs can be measured in dollars. But how can we measure the human costs of the now-pervasive suspicion of readers, of staff, and of book dealers?

I can only give you an example. While I was still in charge of the library, we had to dismiss a staff member for *non*-security reasons. On the date we told the staff member of the dismissal—*not on the date it was effective*—we canceled stack access for the remainder of that person's tenure. What caused me to impose that humiliation? Was it fear that, even though a known lover of books, that person might damage or destroy or steal the rare books otherwise still accessible? What did that act do to that person? What did that act do to me? What does that act do to all of us?

For us it imposes a dilemma. Can we afford to introduce Orwell's 1984 into a library dedicated to the humanities? Worse yet, can we afford not to? Will library security measures, like national security measures, possibly destroy the liberty we wish to defend?

The answer to that question, like the assurance of salvation to the Puritans, is probably unknowable. But as the late Perry Miller wrote about those Puritans in *The New England Mind: The Seventeenth Century*, the elect “are to be saved for trying, not for succeeding, whereas the reprobate are eternally damned, not for failing, but for not trying.”

Let us all try, in this Republic of Letters, to join the elect, for trying, and avoid being among the damned, for not. □

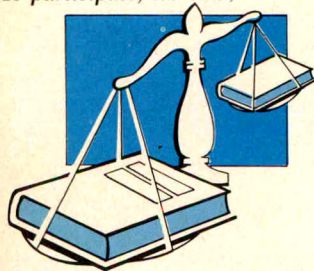
Legal Issues Affecting Libraries and Librarians

Employment law, liability & insurance, contracts and problem patrons

by Joseph J. Mika and Bruce A. Shuman

Lesson III: Hiring, firing, and collective bargaining

(Lesson II appeared in the February issue of American Libraries. To participate, see box.)



LIBRARIANS HAVE yet to experience the malpractice suits prevalent in the legal and medical professions, but as administrators, librarians are subject to legal action involving the hiring, salary increases,

promotion, and firing of their employees. In the LEXIS database we found 87 cases—41 federal and 46 state—that involve librarians.

Hiring practices

Claims against employers are brought by individuals who feel they have been unjustly treated. Financial protection may be found in liability insurance and legal statutes limiting the level, degree, and amount of redress, but protection is easier to achieve through a comprehensive employment program and personnel plan. The personnel plan has three important objectives: to hire the best, provide orientation and training for new employees, and stimulate employees to their potential.

Generally, we librarians do a good job in our position descriptions. However, we are lax in providing a list of the necessary traits and abilities that would allow comparison of applicants' qualifications with specific job requirements.

How to register for the course

Anyone may take part in this four-lesson continuing education course simply by reading the materials presented and cited here. However, to earn a Certificate of Completion from the American Library Association and Wayne State University, AL readers must register by using the form shown on page 27 of the January 1988 issue of *American Libraries*. The course is free. Complete instructions for course participation appear with the registration form in the January issue.

Why not the best?

We were surprised to learn that so few employers contact references by telephone; most employers rely only upon the written recommendations provided by the applicant. These references are often based solely on contact in the classroom or work environment and should be considered with some degree of suspicion. Job applicants are not likely to request references from individuals who will be totally "honest" or objective in describing the applicant's positive *and* negative qualities. Moreover, references are reluctant to commit themselves on paper with respect to an individual's deficiencies.

References must be read with great care, searching for key words that hint at the writer's preference for an off-the-record conversation. A phone call to the written references should be standard, as should be a call to the institutions where the applicant has worked. Establish an accurate picture of the applicant's past performance in order to predict future performance.

The evaluation interview serves as the final step in the hiring process. In the interview, we can determine applicants' experience and training, relevance to the vacancy, motivation, intellect, character, personality, and ability to complement the existing staff. Some applicants apply for positions hoping to get through the door but aiming to find a job in an area, division, or function totally unrelated to that for which they have applied. Careful screening and interviewing are essential.

Orientation and training

Orientation is one process librarians do well. We enjoy introducing new employees to the library, their colleagues, various departments, and functional areas. However, we do a poor job in training. We assume that library schools produce graduates immediately capable of starting in any capacity; after all, weren't *we* able to begin *our* careers and learn what we needed to know on the job? But 36–45 hours of graduate work can not possibly prepare a student for *every* position. Some areas are inadequately covered in graduate classes; others not at all.

We do a poor job of preparing students in bibliographic instruction. Many graduates are asked to be "bibliographic instructors," or, as reference librarians, to assume the secondary task of bibliographic instruction. Are courses offered in library schools that teach librarians how to teach? Rarely, if at all.

Library program wins ALA accreditation

Joseph J. Mika, director of the Wayne State University graduate library program and co-author of *American Libraries'* third continuing education course, won praise from University Library Dean Peter Spyers-Duran in January after the master's program was granted ALA accreditation retroactive to fall 1986 (see page 220). "The program serves an important role in the state of Michigan and is gaining attention at the national and international levels," Spyers-Duran said. "I am very proud of . . . the administrative leadership provided by Dr. Mika."

Participants in the Legal Issues tutorial can earn a certificate of completion from the Wayne State program and *American Libraries*. See Jan., p. 27, for details.

Self actualization

On-the-job training provides opportunities to overcome deficiencies in education, supplement skills already possessed, and enhance the employee's worth and breadth through exposure and grounding in new, untried areas of competence. Training may also provide the first opportunity to stimulate the individual to meet and exceed potential.

Exceeding potential leads to self-actualization, supported by the administrator's attitude toward, and treatment of, employees. The administration that provides an arena for growth, meaningfulness, individuality, and opportunity for creativity and initiative does more to foster employee job satisfaction than do salary and promotions. As the ubiquitous U.S. Army recruitment ads tell us, the most desirable function of your job permits you to "Be all that you can be!"

A library staff development program should seek to improve performance, provide a basis for salary increases, promotion, and increased responsibility, give encouragement and counseling, teach employees to perceive how the quality of their work is viewed by the administration, and provide the grounds for warning and termination.

Evaluation

Performance appraisal, with understandable and verifiable assessment forms, should be standard. Management-by-objectives should be an integral component of the management process. Increasing legal and behavioral implications dictate that management-by-objectives should be implemented to insure effective and meaningful performance appraisal. Within the professional advancement component should be a series of planned progressions for employees, job rotations for understanding the responsibilities and duties of colleagues, temporary promotions, and "in charge" assignments for specified time periods. These assignments should allow employees the chance to have a feel for the job, understand the demands of increased responsibility, and provide opportunity to make decisions that serve as learning experiences even if they are eventually judged wrong.

Hiring-at-will and federal and state laws

Employment of an individual is a contractual agreement between the employer and the employee, whether a specific time period is mentioned or not. "Employment-at-will," based on Horace G. Wood's 1877 *Treatise on Master and Servant*, holds that a general or indefinite hiring is *prima facie*, a hiring-at-will. Unless definite periods of service are specified in the contract, hiring is considered at-will, and the employer retains the right to dismiss or discharge employees without notice at any time or for any reason, or for no reason at all.

Federal and state statutes limiting the employment-at-will doctrine include the Labor Management Relations Act, the Fair Labor Standards Act, the Occupational Safety and Health Act, the Civil Rights Act, the Age Discrimination in Employment Act, the Vocational Rehabilitation Act, the Employee Retirement Income Security Act, and the Vietnam Era Veterans Readjustment Assistance Act.

Headings relevant to state employment-at-will acts include civil rights, labor relations, minimum wage, maximum hours, workers' compensation, health and safety, lie detectors, political activity, labor laws and retaliation, just cause, whistleblowing, and First Amendment rights.

Playing it safe

The study of legislation and resulting employment implications should be assigned to a personnel director or management staff person who updates the employer or director at regular intervals. It is too easy to make a mistake in the interview process, violate an applicant's privacy, or provide other grounds for lawsuits. Statements made during the hiring process have been held to create contractual rights that precluded at-will termination and set the terms for continued employment.

To decrease employer liability, job announcements and advertising should avoid language that implies long-term commitment, e.g., "permanent," "career path," "job security." If contracts are not used, a prepared statement of mutual understanding should specify that either the employee or the employer may terminate employment at any time, without cause or notice, and that only the employer's designated officer is authorized to sign and make agreements with the applicant. The applicant should be required to sign the statement.

In the interview, care must be taken to prevent the applicant from assuming that the position is his or hers "as long as you do a good job, perform satisfactorily, don't mess up, and make normal progress." Successful conclusion of a probationary period may also be misinterpreted to mean that the individual has found permanent employment or job security. The probationary period should be clearly identified in manuals and handbooks as a time of adjustment and growth, a period that matches employee capabilities with employer needs and provides an understanding of job responsibilities.

Separation

Although employment contracts give the employee a sense of security, administrators must assure that they are written to protect the employer and provide flexibility if situations arise calling for dismissal.

Separation (a more acceptable term than dismissal or termination), should follow a five-step, documented process: 1) Separation is initiated, when justified, with a reprimand, usually a verbal one, with notation and documentation in personal, office, and desk calendars. 2) The verbal reprimand should be followed by a written memorandum and abstract of the meeting. 3) Behavior that continues without improvement triggers the next step, suspension, usually without pay. The authors have always considered suspension *with* pay not punitive; except for negative comments placed in the employee's file, such suspension appears more like a vacation. 4) Demotion, if permissible, is the next level to be pursued. Finally, if the employee has been given the opportunity for improvement, yet no visible improvement has occurred, 5) dismissal (firing) of the individual is in order.

Dismissal is difficult for most library managers. As behaviorally trained administrators, we feel that any employee with problems must be handled under Townsend's Management Theory X—that we must coax the employee along, and that the individual is not the problem. How we deceive ourselves!

Why we librarians put ourselves through situations calling for changes in workplace or schedules, time-consuming meetings with the same problem individual, unpleasant discussions, and other stress-inducing activities leading to ulcers (or chocolate binges, or hitting the bottle) is unfathomable. Perhaps we conceive of ourselves as being more human (and more humane) than stereotypical, bureaucratic "administrators."

To exacerbate an untenable situation that allows one individual to cause continual problems is unfair to ourselves and other employees. We must convince ourselves that it is occasionally our duty to be the bearers of unpleasant news. Being the "boss" means that one must sometimes fire individuals when the situation calls for it. One must make some decisions that are unpleasant but necessary to improve the overall library environment. Administration is not easy, nor is it always fun.

Prompt, effective action

Prompt attention to transgressions in work behavior and demeanor must be given primary consideration. Individuals must be forewarned of the rules and penalties pertaining to work performance or behavior deemed inappropriate, preferably through policies or manuals. All applications of rules and penalties must be consistent and fair in applying to the entire work force. Competent legal opinion is recommended before any final action is taken.

Application of the personnel rules must not only be fair, it must *appear* to be fair to insiders and outsiders alike. This is the surest and most effective means of avoid-

ing lawsuits and court appearances or finding you are legally obliged to reinstate an incompetent or disruptive employee fired for cause but without due process.

Separation may be the most common practice leading to lawsuits. Any action leading to employee termination must be reconciled with federal and state legislation to ensure that the employer's position and ultimate decision will be upheld should the employee decide on legal action. An individual's legal status as an employee is protected under several federal and state statutes, including those relating to membership in a "protected class," race, sex, marital status, religion, handicap, age, or other personal characteristics and attributes. For example, was the discharged minority employee replaced with a non-minority employee? Did the employer replace a female employee with a male? Did the employer reasonably accommodate the religious beliefs and practices of the employee? Each termination case must be investigated to ensure that the dismissal is not and does not appear to be motivated by discrimination.

The Merwine case (*Glenda Merwine v. Mississippi State University*) is a clear example of the naivete of our profession and professional associations. The Fifth Circuit Court of Appeals decision upheld the library director's rejection of an applicant because she lacked the required ALA-accredited master's degree. Fortunately for the profession, the court upheld the MLS as a viable educational requisite for the position. Merwine also sued the library director personally and, although the court eventually ruled in his favor, the state association, his administrative colleagues, and the American Library Association chose not to become immediately involved. ALA legal opinion held that the MLS degree was not at issue. As individuals and as professionals, we reacted, rather than acted, in the Merwine case. One hopes we have learned our lesson—when one of our colleagues is facing adjudication it matters to all of us.

The issue of comparable worth is of current interest to the profession. The Equal Pay Act mandates that equal pay be given for equal work in the same workplace, regardless of sex. Comparable worth is based on the premise that pay should be equal for work of "comparable worth" to the employer, although the work being compared may not be equal or similar.

The predominant proponents of comparable worth are found in professions dominated by women. Comparable-worth advocates argue that each job is worth an objective, determinable amount to an employer. When an employer fails to pay women at parity for comparable jobs in which men receive higher salaries, employees may charge sex discrimination. A few states have enacted legislation relating to "the value of the work of another employee or group of employees." California and Minnesota view the comparability of the "value of work measured by the composite of the skill, effort, responsibility, and working conditions normally required." Minnesota's statute further defines a "female-dominated class" as any class in which more than 70 percent of the incumbents are female. Interestingly, a "male-dominated class" re-

quires 80 percent. (California Government Code §19827.2; Minnesota Statutes, Chapt. 43, §43A.01, Subdivision 3.)

Collective bargaining

Within the last 20 years, collective bargaining has developed into a major concern for the library personnel administrator. The first library union was formed in 1914, but unionization has become significant within only the past two decades. This interest is rooted in the creation of federal and state legislation allowing private and public employees to form collective bargaining units within the framework of the U.S. Constitution.

The system governing labor relations for librarians is based upon the industrial model of labor-management relations as outlined in the National Labor Relations Act and amended by the Labor Management Relations Act, which considers the union and employer as distinct legal entities with rights and obligations established by law. The past six decades reveal a series of governmental actions that have resulted in seesaw policies favoring the employer and the employee in alternating cycles.

The depressed national economic conditions in the early 1980s caused labor union bank accounts to be drained and membership rolls to be decimated. Federal administrative actions have been strongly anti-union, and this bias, coupled with financial constraints, has depressed the labor union climate. Every labor-relations indicator has declined, including the total number of bargaining units certified, collective bargaining agreements in force, elections won by bargaining agents, and initial contracts signed. Also, decertifications, particularly in higher education, have increased as have the number of union elections resulting in "no-agent" decisions.

Impetus for unions varies from institution to institution, but generally includes one or more of the following: dissatisfaction with management decisions, discontent with increasing administrative dominance, concern over the economic condition of the institution or library and increasing external control, discontent over low salaries, minor salary increases and unsatisfactory working conditions, desire for increased role in governance, lack of job security, and concern over the retrenchment (or possible retrenchment) of colleagues. In each case, collective bargaining is seen as the cure.

Unfortunately, the relationship established is generally negative and adversarial. A humane, shared approach to negotiations and resulting governance under contract should be the goal. Employees should use the strength that the union vehicle provides, tempered with the professionalism inherent in our field. Administrators should view collective bargaining as a tool that both allows and limits the employees' position and role in institutional decision making.

Interest in unions does not mean abandoning professional status; it can be a means to achieve status. It also provides the broad political base necessary for negotiation. However, collective bargaining does not guarantee

an improvement in the role of librarians in institutional governance; that role must be won at the bargaining table. Management does not give up the right to manage because a collective bargaining agent is elected. While influence on policy increases with unionization, the influence is not generally beyond areas that traditionally involve librarian participation.

Generally, the status of unionized librarians remains virtually the same as before collective bargaining. Only four elements may be seen to advance librarians' positions: salary improvement, evaluation, promotion, and tenure. If librarians have not gained much through collective bargaining, it may be because we have generally not become involved politically in the higher levels of our institutions. Greater involvement in the political arenas of our institutions to impact upon information policy, which will also impact upon our working environments, is certainly overdue.

We must study our employers and our administrators to learn what attracts their attention and produces favorable results. We must establish ourselves in the political and information mainstream of our institutions. If the top administrator is the Chief Executive Officer (CEO), then we must have him or her perceive our position as that of CIO, Chief Information Officer. No one in the organization is better prepared to do what we do; it is time that administrators realize our worth and contribution.

Readings

1. A concise article that applies to librarianship is "Employment at Will: When Can an Employee be Terminated?" by attorney John A. Jeffries, in *Public Libraries*, vol. 22, no. 4 (Winter 1983) 150-51.
2. A series of articles, with appropriate reference to federal and state laws on employment-at-will, is provided in *Unjust Dismissal Update 1985: How to Evaluate, Litigate, Settle, and Avoid Claims* (by Jerome B. Kauff and Maureen E. McClain, Practising Law Institute, 1985:19-138.)
3. Heim, Kathleen N. "Dimensions of Faculty Public Service: A Policy Science Approach to Questions of Information Provision." *Journal of Education for Library and Information Science* (Winter 1986) 154-64.
4. "Statement on Academic Government for Institutions Engaged in Collective Bargaining," *Academe* (November-December 1987) 25-26.
5. Kusack, James M. *Unions for Academic Library Support Staff: Impact on Workers and the Workplace*. Greenwood Press, 1986.
6. The Winter, 1986-87 issue of *Minnesota Libraries* is devoted to the theme of avoiding crises in management, and contains several interesting reports, articles, and panel discussions.
7. Eastman, Sarah Clarke. "I'm About to Be Fired; One Librarian's Tale of Frustration." *American Libraries* (March 1979) 116-17, documents the problems of a school librarian who incurs the wrath of her school board superiors by enforcing discipline rules.
8. Reed, Mary Hutchings, in "Employment Discrimination and Related Litigation in Libraries," gives a lucid account of litigation which has involved librarians and libraries. *Journal of Library Administration* (Winter 1986) 53-66.
9. McClain, Maureen E. and David E. Block. "How to Properly Terminate an Employee." *Employment Problems in the Workplace*. Practising Law Institute, 1986. 195-221.

Lesson IV, next month, covers censorship, privacy, problem patrons.

More library lit you've probably missed

by David Isaacson

DURING THE PAST YEAR, a number of significant books dealing with librarianship have been passed over unaccountably by reviewers. In the Oct. *AL*, p. 805, I began correcting this oversight. This is the last of two round-ups focusing on unjustly neglected books.

The Real Test of Freedom of Thought in Public Libraries, by the Free America for Thought Committee. Chicago: The Committee, 1986.

Another stimulating contribution to the growing debate on the limits of intellectual freedom in libraries. The committee makes an eloquent case for the abolition of all standards of resource selection in libraries. While they acknowledge that there used to be a logical distinction between book selection and book censorship, the authors argue that in today's more permissive world this is a distinction without a difference.

Since the Supreme Court has determined that pornography is to be judged by community standards of morality, this study suggests that each community determine a dollar figure per capita for each taxpaying library user. Every year a letter will be sent to each of the previous year's recorded library patrons indicating the amount of money allocated to them for library materials. The patron indicates the books and other materials he/she wants the library to buy (not unlike the Book of the Month Club) and the librarians order as many of these resources as funds allow.

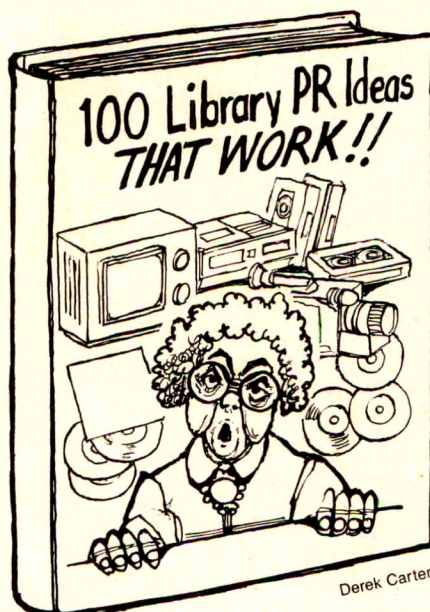
Library Browsing and Grazing Behavior, by the Library Field Research Group. Fourth edition. Prairie, Kansas: LFRG Press, 1986.

In the latest edition of this classic text, the LFRG has, true to form, found a number of new things to say to cultivated readers about a subject one would think has been plowed to exhaustion. The newest study finds that the library grazer, concentrating on the shelves nearest to the floor, suffers considerably more backstrain than the library browser, who focuses more attention on books shelved

above ground level. Other bibliothecal ruminative behavior associated with browsing vs. grazing is discussed in the chapter devoted to the Bovine System, or the Elsie Classification of Knowledge.

One Hundred Library PR Ideas that Work, by Library Image Makers. N.Y.: Downstarts Enterprises, 1986.

At last—the stories behind the ad campaigns making this company the tops in old-fashioned library promotion. Television viewers will recall, for example, the phenomenally successful “Where’s the Books?” campaign of 1984: the little el-



derly lady in the ad aired during Library Awareness Week, knocking over the library's computer terminal, video recorder, tape recorder, television set, VCR, stereo equipment, and a case of compact discs as she cries in a progressively strident voice, “Where’s the books? Where’s the books?”

Psychoanalytic Techniques in the Reference Process, by Sigmund Fried. Vienna, Austria: Psychoanalytic Librarian's Association, 1986.

Applying basic psychoanalytic techniques to the reference interview, this study can help identify a patron's *real* needs. *Anything*, of course, is potential grist for the perceptive reference librarian's mill. Slips of the tongue may be significant: Is the patron who asked you the location of the DT

classification really an alcoholic crying for help? And what about the person who asks for “our chives”: Does he mistake the library for a grocery store or is he simply mispronouncing “archives”? Is a patron truly naive in seizing a telephone to summon books by call number? And why shouldn't patrons tell reference librarians their dreams?

Even the seemingly innocent question, “where's the drinking fountain?” may conceal a deep thirst for knowledge that only an astute, psychoanalytically trained reference librarian can detect.

The Real Meaning of Moby-Dick Revealed: A Loving Tribute to a Neglected Profession, by Erica Moona. Bedford, Mass.: Spouter's Press, 1986.

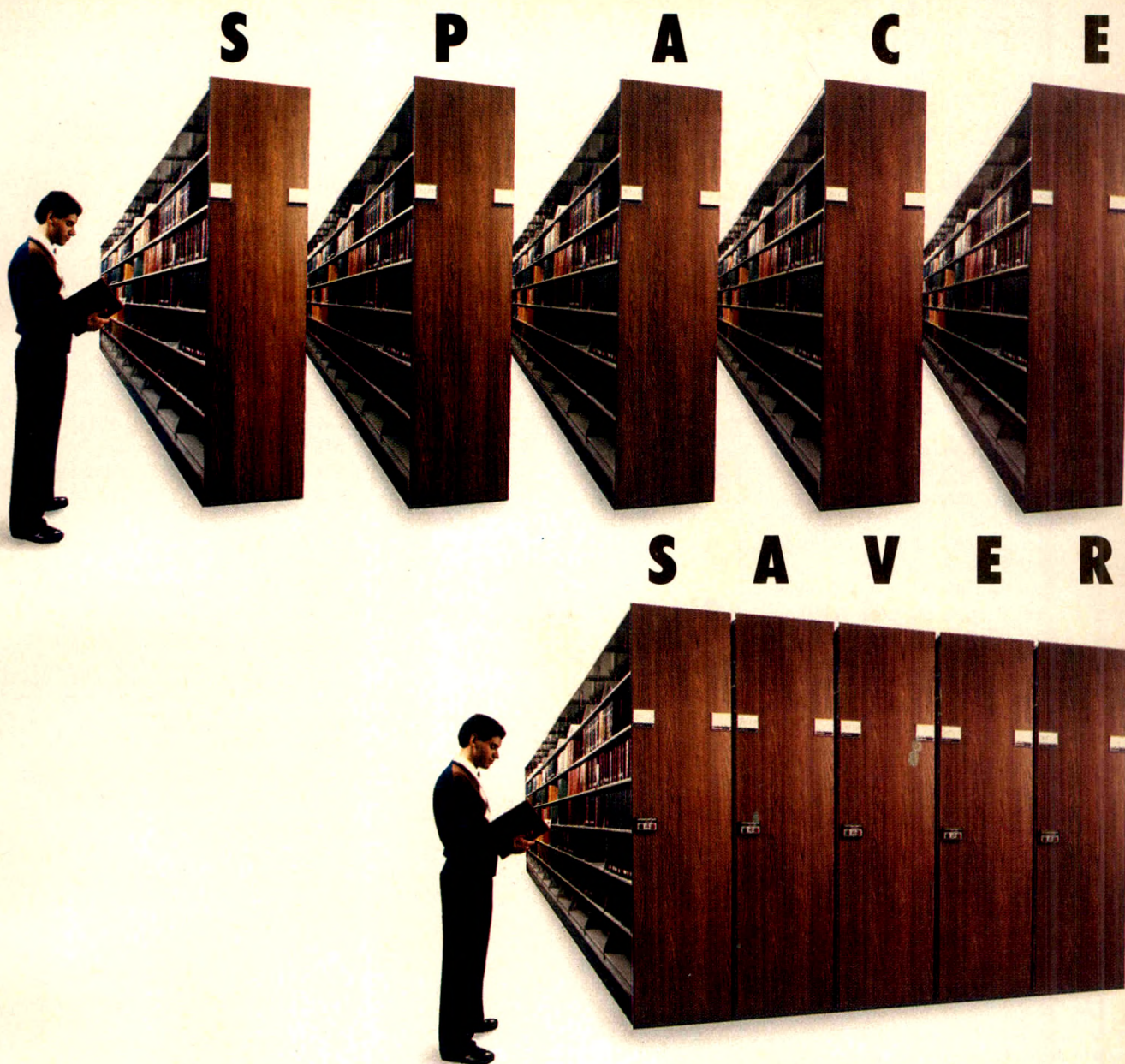
Moona has done literary scholarship, librarianship, and (dare we say it?) humanity a great service by the revelations in this monograph. She proves to this reviewer's satisfaction, and assuredly to any other reader open-minded enough to follow her eloquent prose, that *Moby-Dick* was to all intents and purposes the work of a librarian, not of Herman Melville.

Please turn to what amounts to the second preface, the section entitled “Extracts.” You will note that Melville indicates the numerous quotations about whales gathered in this section were supplied by a person simply identified as a “Sub-Sub-Librarian.”

Space does not permit me to quote all the glowing encomia Melville directs to this anonymous member of our honorable profession, but listen to this selection from that tribute: “So fare thee well, poor devil of a Sub-Sub, whose commentator I am. Thou belongest to that hopeless, sallow tribe which no wine of this world will ever warm; and for whom even Pale Sherry would be too rosy strong...” (Herman Melville, *Moby-Dick; or The Whale*, New York: W. W. Norton and Co., 1967, p. xii).

Moona quite persuasively glosses this passage to mean *just* what it says: Melville is not being ironic when he says to the Sub-Sub-Librarian that he (Melville) is the librarian's *commentator*. This librarian, Moona goes on to argue, didn't simply provide Melville with scholarly references to whales: far more importantly, this nameless librarian apparently gave Melville the whole story of the great White Whale. □

David Isaacson is assistant head of reference and humanities librarian at Waldo Library, Western Michigan University, Kalamazoo.



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ACRL seeks nominations for new Atkinson award

The Association of College and Research Libraries (ACRL) seeks nominations and applications by May 15 for the newly established Hugh C. Atkinson Memorial Award.

The annual \$2,000 award, to be given to an academic librarian for innovation, leadership, and risk-taking in library automation or management, is cosponsored by ACRL, Library Administration and Management Association, Library and Information Technology Association, and Resources and Technical Services Division. It is funded by a \$60,000 endowment created by contributions from individuals and vendors and will be presented for the first time at Annual Conference in New Orleans.

To be eligible for the award the nominee must have served in an academic library in the year prior to application. He or she must have at least five years of experience in an academic library and have demonstrated achievement related to automation or management. Letters outlining how the candidate meets the criteria should be accompanied by a vita and sent to the Hugh Atkinson Memorial Award, ACRL, ALA.

RTSD to hold institute on preservation microfilming

A two-and-a-half-day institute designed to provide practical information and training to librarians and archivists responsible for microfilming programs will be held at Yale University Library in New Haven, Conn., April 21-23.

Sponsored by the Resources and Technical Services Division (RTSD) Reproduction of Library Materials Section, the program is being planned by the section's Regional Programs Committee. The institute will introduce participants to key issues in planning, implementing, and managing a preservation microfilming program. Plenary sessions, small workshops, tours of facilities, and time for questions and discussion are included.

Speakers include Wesley Boomgaarden of Ohio State University Libraries, Myron Chace of the Library of Congress, Margaret Byrnes of the National Library of Medicine, Patricia McClung of the Research Libraries Group, and Gay Walker of Yale University Library.

Registrations for the institute must be postmarked by April 4. Fees are \$260 for RTSD personal members, \$285 for ALA members, and \$325 for others. For further information contact RTSD Programs, ALA.

**IT'S
OK
TO
GET
SMART
WITH
US.**



USE YOUR SCHOOL LIBRARY MEDIA CENTER

PIO graphics celebrate April—School Library Media Month

To promote school library media centers in April—School Library Media Month—and all year round, the Public Information Office has developed a banner and bookmarks on the theme "It's OK to get smart with us."

The "It's OK" banner is 12½-by-26 inches at \$3; a pack of 200 bookmarks is \$6. The It's OK Kit, containing two banners and a pack of bookmarks, is \$9.60. An It's OK Kit Plus at \$19 includes the kit and three posters featuring school-age children—boys reading in a locker room, a girl at a lemonade stand and Ramona Quimby. Order from ALA Graphics, ALA. Orders of less than \$20 must be prepaid.

ALA links to TDD/TTY

Deaf and hearing-impaired ALA members may now communicate with Headquarters by phoning 312-944-7298. That number links callers to a Telecommunications Device for the Deaf (TDD) teletypewriter (TTY). The unit itself is an Inteletype. The access number is dedicated solely to TDD callers; the Headquarters voice number remains the same, 312-944-6780 or 800-545-2433.

Committee on Accreditation approves three MLS programs

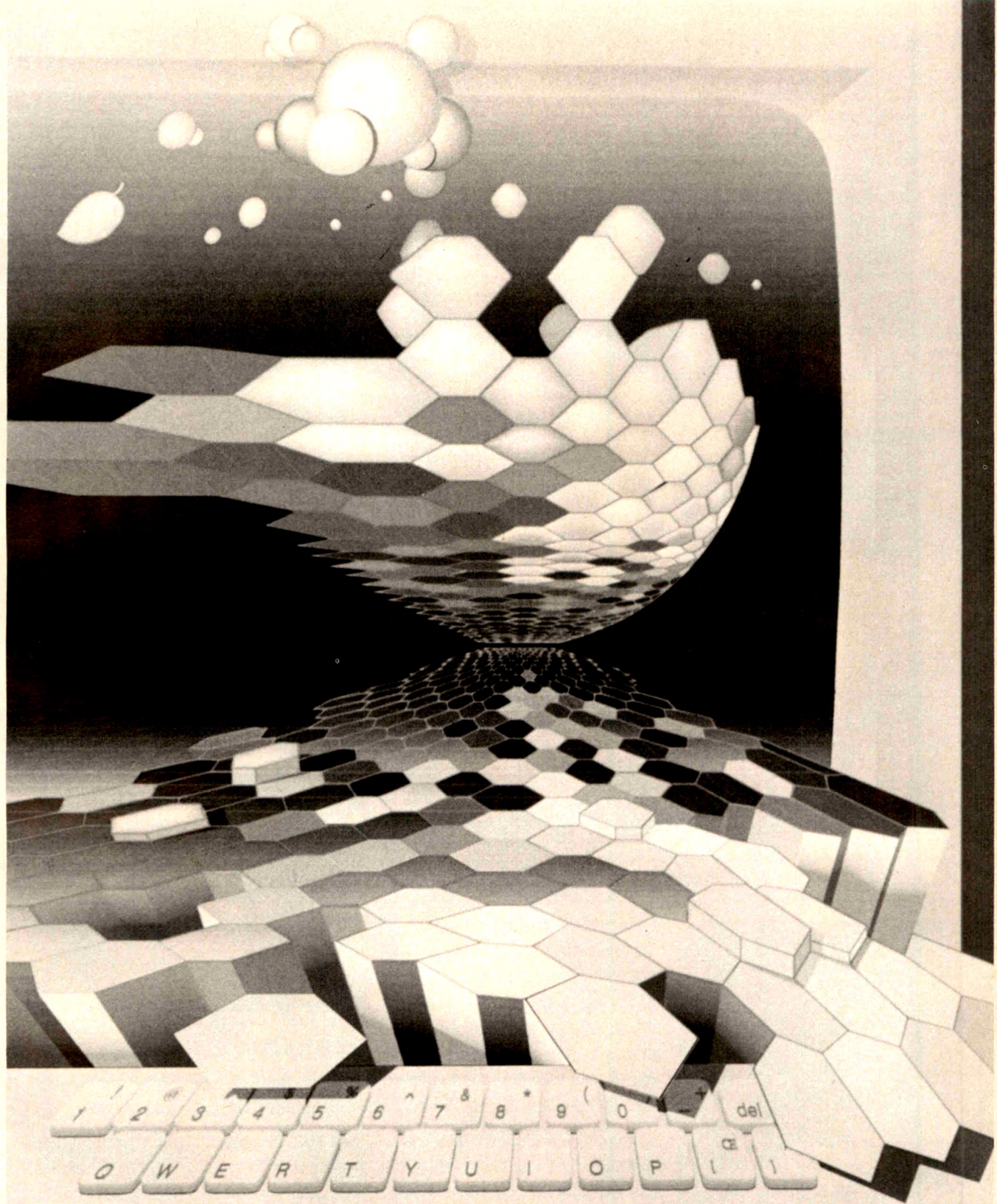
At ALA's 1988 Midwinter Meeting, the Committee on Accreditation (COA) took action on three graduate programs of library education leading to the first professional degree under the 1972 *Standards for Accreditation*.

COA initially accredited the Master of Science in Library Science program of the Wayne State University Library Science Program. It continued the accreditation of the Master of Fine Arts program at the University of South Florida School of Library and Information Science. And it removed the "conditional" from the continuing accredited status of the Master of Library Science program at the San Jose State University Division of Library and Information Science.

Update your 1988 ALA Handbook

Please make the following changes in your 1987/1988 *ALA Handbook of Organization*:

- p. 14.** International Relations: change Ch. E.J. Josey's title to Prof.
- p. 16.** Library Outreach Services, staff liaison: delete to be appointed and add Sibyl E. Moses.
- p. 79.** Decade of Disabled Persons: add Jane Ross Moore (1988).
- p. 132.** Planning: change Ch. Carol M. Tobin's address to Thomas Cooper L., Univ. of South Carolina, Columbia, SC 29208.
- p. 137.** Publication: delete Carolyn Harris and add Helga Borch (PLMS, 1989).
- p. 139.** After MAGERT, add Newspaper (ad hoc) Ch. Susan Edelberg, Head, Newspaper L., 44 Main L., Univ. of California, Berkeley, CA 94720.
- p. 160.** Ethnic Materials and Information Exchange Round Table, staff liaison: delete to be appointed and add Sibyl E. Moses.
- p. 165.** Junior Members Round Table, staff liaison: delete to be appointed and add Marcia J. Kuzmaul.
- p. 169.** Social Responsibilities Round Table, staff liaison: delete to be appointed and add Sibyl E. Moses.
- p. 182.** Administrative Services, Personnel Director: delete to be appointed and add Marla Powers-Gibson.
- p. 183.** Offices, Office for Library Outreach Services director: delete to be appointed and add Sibyl E. Moses.
- p. 184.** *American Libraries*: After Arthur Plotnik insert Thomas H. Gaughan, managing ed.
- p. 189.** *base line*, Ed.: delete James M. Walsh and add Carol A. Collier, Doc. Ln., Univ. of Wyoming, Laramie, WY 82071.
- p. 192.** 1987 ALA Awards: delete Gay and Lesbian Book Award and add Melvil Dewey Medal—Herbert S. White.



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Name your candidates for ALA offices in 1989

The 1988-89 ALA Nominating Committee, chaired by Alphonse Trezza, urges all ALA members to suggest qualified candidates, not excluding themselves, to run for vice-president/president-elect and Council.

The winning presidential candidate will serve as vice-president/president-elect in the 1989-90 term. The four-year terms of the councilors will begin at the close of the 1989 Annual Conference in Dallas.

Suggestions must be sent by April 1 to Alphonse F. Trezza, School of Library and Information Studies, Florida State University, Tallahassee, FL 32306-2048. Other committee members are: Samuel F. Morrison, Deputy Commissioner, Chicago Public Library, 425 N. Michigan Ave., Chicago, IL 60611; Heidi Lee Hoerman, Montana State University Libraries, Bozeman, MT 59717-0022; Charlie Lee Rouse, Librarian, Stillwater Middle School, 315 W. 8th Ave., Stillwater, OK 74074; and Susan H. Vita, Chief, CIP Division, Library of Congress, Washington, DC 20540.

Write Nominating Committee Chair Trezza for a nominee suggestion form or provide all of the following information: specify nomination for vice-president/president-elect or Council member, and give each nominee's full name, address, present position, current ALA participation (major offices, memberships, or activities), participation in state, regional, and other offices (major offices,

memberships, or activities), and other professional accomplishments or pertinent information regarding the nominee. Please include your own name and address and (optional) the nominee's sex, race, and business phone.

Steven Lerman to keynote National LITA Conference

Steven R. Lerman, Project Athena director at the Massachusetts Institute of Technology, will keynote the Second National Conference of the Library and Information Technology Association (LITA) in Boston Oct. 2-6.

"Effective Technology, Excellent Service: Putting the Pieces Together" is the conference theme. On Sunday, Oct. 2, participants can choose two of six 90-minute technology seminars on expert systems and artificial intelligence, optical technologies, microcomputers, integrated library information systems, facsimile and optical scanning technology, and telecommunications.

On Monday through Wednesday, the conference offers forty 90-minute technical sessions as well as exhibits, new product reviews, and showcases. Visits will be scheduled to Harvard, MIT, the John F. Kennedy Library, and the Boston Public Library. Six all-day post-conference workshops will be held Oct. 7.

For the Preliminary Program/Registration Information, contact LITA National Conference '88 at ALA.

ALA election schedule

ALA personal members whose 1988 membership dues have arrived at ALA Headquarters by March 31 will receive ballots for the spring elections for officers and councilors. Ballots will be mailed third class between April 16 and 30. Members who do not receive ballots by June 10 may obtain them by calling Membership Services on the toll-free line: 800-545-2433. In Illinois only, dial 800-545-2444; in Canada, 800-545-2455.

June 17 is the last day ballots will be accepted for tabulation. Election results will be reported June 22.

ALA will request address changes with the ballots and will guarantee forwarding and return postage.

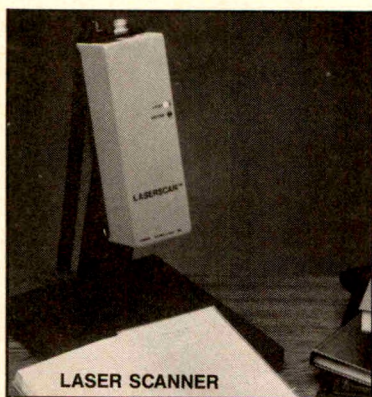
In accordance with the bylaws, March 9 is the last day ALA will accept nominating petitions to add to the 1988 Council and division ballots.

ala help exchange

• The ACRL Audiovisual Committee seeks copies of academic and research library policies on 1) comprehensive AV collection development and 2) selection of feature films on videocassette. Send copies to Kris Brancolini, Main Library C-2, Indiana University, Bloomington, IN 47405.



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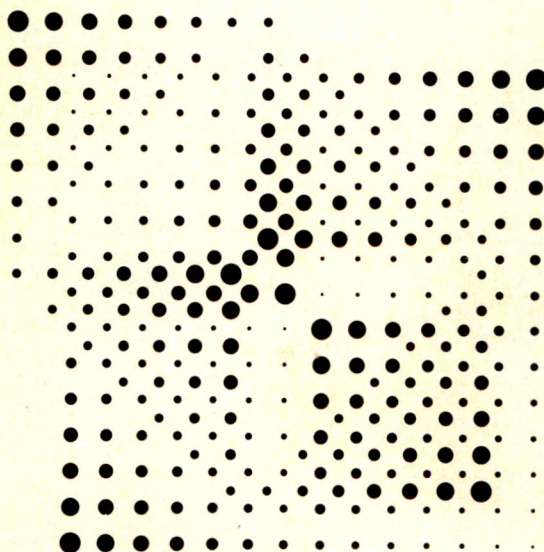
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ALA and you

- The PLA Business Council is investigating collaborative relationships between public libraries and business firms and seeks information about any special services or collections your library offers business people. Write Kathleen S. Reif, Assistant, Information & Programming, Baltimore County Public Library, 320 York Rd., Towson, MD 21204.

- The Committee on Pay Equity with Office for Library Personnel Resources is developing an action manual providing technical assistance and practical steps for library staff who wish to investigate their own pay equity. Chair Michele Leber requests that staff members send information and materials on their specific pay equity experiences. Write Pay Equity Project, OLPR, ALA or telephone Project Director Callie Kenady at Headquarters (800-545-2433).

- The Public Library Association Public Library Data Service is collecting annual data from public libraries through a questionnaire sent to all PLs serving populations of 100,000 or more. If your library serves fewer than 100,000 and would like to participate and thus become eligible for a discount on the forthcoming report, send a 22-cent stamped self-addressed envelope to Public Library Data Service, PLA, ALA. The deadline for replies is March 15.

Annual Conference alerts

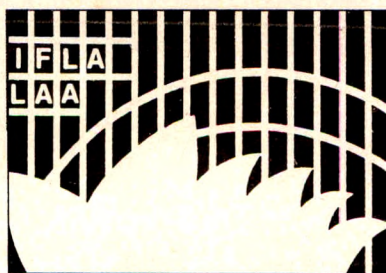
- Libraries that have successfully raised funds in any way are invited to share their promotional materials at "Fund Fare Exchange" at Annual Conference in New Orleans. The event, sponsored by the Special Activities Committee of the Fund Raising and Financial Development Section of the Library Administration and Management Association, will take place Monday, July 11, 9-11 a.m. Consultants and "talk sessions" will consider various aspects of fundraising at all types of libraries.

For more information, contact co-chairs Sue Fontaine, Queens Borough Public Library, 89-11 Merrick Blvd., Jamaica, NY 11432, or Sherman Hayes, Solomon Baker Library, Bentley College, Waltham, MA 02254.

Send your library's promotional items in quantities up to 300 to John Duffel, New Orleans Public Library, 219 Loyola Ave., New Orleans, LA 70140-1016 by June 15.

- The Library and Information Technology Association invites vendors of automation products and services to present their new products at the second annual product review June 25-28. Three to four products will be presented each hour, with question and answer time scheduled after each presentation. For information contact Barbara A. Winters, Coordinator, LITA Product Review, VCU University Library Services, POB 2033, Richmond, VA 23284-0001 (804-257-1094).

Correction: *Booklist's* net revenues were \$440,000 in FY 1987, exceeding budgeted net revenues by \$247,000.



Fly to IFLA in Australia

TV Travel, Inc., ALA's official travel agency, urges you to plan now to attend the 1988 International Federation of Library Associations (IFLA) and Library Association of Australia conference in Sydney, Aug. 27-Sept. 3.

TV Travel will plan an individualized itinerary with specially negotiated arrangements on United Airlines or Qantas at \$1,096 round-trip from Los Angeles, with three stopovers permitted. The firm will also assist with hotel and conference reservations, pre- and post-conference tours to the Great Barrier Reef, the Red Centre, Cairns, Canberra, and New Zealand. TV Travel will award one free coach round-trip ticket from the winner's home city to Sydney by drawing the name of a participant who books one month prior to departure. Contact Kathy Zahs, TV Travel, Inc., 20th Floor, 75 E. Wacker Dr., Chicago, IL 60611 (800-826-9682).

For an IFLA '88 Australia conference circular, complete with enrollment and hotel reservation forms, conference programs, and tourist information, send a self-addressed label and 88 cents in postage to Robert Doyle, Library/Book Fellows Program, ALA.

new ala pubs

The following new publications may be obtained from ALA Publishing Services, 50 E. Huron St., Chicago, IL 60611. Approval plan codes (AP:) are listed after the price. For further information, contact Ruth Ann Jones, Marketing Department.

ALA Publications Checklist 1988, by Ruth Ann Jones and Emily Melton. 80p., \$3 (0-8389-7177-6).

Knowing Your Community and Its Needs, by Kay Ann Cassell. 12 p., \$3.25 (0-8389-5707-2, 87-31011).

Public Library Development Program Manual for Trainers, by PLA/Peggy O'Donnell. 154p. \$20 (0-8389-3347-5).

Reference Books Bulletin, 1986-1987, by Sandy Whiteley and Penny Spokes. 186p. \$22.50 AP: ACEGI (0-8389-3345-9).

ala unit offerings

Graduate Library Education Programs Accredited by the American Library Association, March 1988, ALA Committee on Accreditation. Single copies free with a self-addressed, stamped no. 10 envelope, from "Accredited List," COA, ALA, 50 E. Huron St., Chicago, IL 60611.

LITA Newsletter, the Library and Information Technology Association quarterly. \$15 a year in the U.S., Canada, Spain, and other PUAS countries, \$35 in other foreign countries, from Subscriptions Dept., ALA (0196-1799).

Printing and Publishing Evidence: Thesauri for Use in Rare Book and Special Collections Cataloguing, by the Association of College and Research Libraries (ACRL) Rare Books and Manuscripts Section Standards Committee. 28 pages, \$5.50 to ACRL members, \$6.75 to ALA members, \$7.50 to others from Order Dept, ALA (0-8389-7108-3).

Report on Library Cooperation, 1986, biennial compilation by Nancy L. Wareham with the Chief Officers of State Library Agencies. 438 pages, \$22.50 to Association of Specialized and Cooperative Library Agencies members, \$25 to others, from ASCLA Publications, ALA (0-8389-7026-5).

Standards and Guidelines for Client Library Services in Residential Mental Health Facilities, Association of Specialized and Cooperative Library Agencies Standards Subcommittee. 29 pages, \$10, from ASCLA, ALA (0-8389-7137-7).

T.I.P. Kit #8: Hiring Library Staff and *T.I.P. Kit #9, Pay Equity: Issues and Statements*, comp. by the Office for Library Personnel Resources. Packets \$10 each from OLPR, ALA. □

Endowment trustee opening

The ALA Executive Board calls for nominations for the election of a trustee to the ALA Endowment Fund for a three-year term beginning Aug. 31. The Executive Board will vote on the candidates at its spring meeting, April 27-28. Nominations should be sent to Executive Director Tom Galvin by April 15.

Applications must be accompanied by a statement of qualifications, including the nominee's consent to serve, verification of knowledge of endowment fund uses and fund development, experience in management or oversight of fund investment on more than personal basis, ability and willingness to attend trustee meetings, and experience with similar organizations or willingness to acquire sufficient information about ALA, its purpose, and priorities as a nonprofit membership organization. ALA membership is required during the trustee's term of service.

1988 NEW ORLEANS ALA CONFERENCE ADVANCE REGISTRATION

[illegible]

Signature _____

Name _____

Address _____

City _____ St. _____ Zip _____

NOTE: Advance registration form must be received no later than June 17, 1988. Requests received after that date will be returned. Refund requests subject to a \$15 service charge. **No refunds after July 1, 1988.** This registration form does not cover preconference institutes.

ALA employee minority profile

Executive Director Thomas J. Galvin sent this ALA Headquarters staff profile to all members of ALA Council, Executive Board, and the Minority Concerns Committee Dec. 16:

AT THE 1987 ANNUAL CONFERENCE, Council resolved: "That ALA Headquarters prepare a profile of ALA staff by position level, documenting the ratio of minority employees to the number of all employees. It was further resolved that this profile be available for Council information at the 1988 Midwinter Meeting and be printed for membership information in *American Libraries*."

This report has been prepared by staff in consultation with the Executive Board Personnel Subcommittee in response to the Council directive. Following subcommittee review, it is being presented simultaneously for information to Council, to the Executive Board, and to the ALA Minority Concerns Committee, which is charged by Council to monitor progress in addressing the recommendations in *Equity* at Issue.

That report points out that ALA "can provide leadership by example and advocacy in providing staff development opportunities, especially promotion and upward mobility for all minority librarians." In addition, the Executive Board and ALA management believe that ALA should work to create an exemplary program in minority recruitment.

The American Library Association has been and remains fully committed to equal employ-

ment opportunity and affirmative action, both in principle and as a matter of Association policy. The Association's Headquarters policies on equal employment opportunity are consistent with objectives set forth by federal and state statutes and as outlined in the ALA Policy Manual under Library Personnel Practices. Our employment policies and procedures require that we provide equal opportunity to all applicants and employees without regard to race, color, religion, sex, handicap, or national origin, and in full accordance with national policy pertaining to veteran status and age.

We take affirmative action to ensure implementation of these policies and procedures as they apply to all employment practices including recruitment, hiring, placement, training, advancement, compensation, transfer, and termination. Copies of relevant policies and procedures that relate to equal employment practices and affirmative action goals are attached for information.

All levels of the Association's management are committed and accountable for adherence to these policies and procedures as evidenced by the revised employee selection and hiring policy and procedure adopted by the Executive Board in April 1986. Association responsibility for coordinating policy implementation is assigned to our Affirmative Action Officer with the Headquarters executive management group conducting twice yearly review of EEO progress against stated affirmative action

goals.

The commitment to a policy of nondiscrimination in all aspects of employment has resulted in substantive progress being made to date in respect to our clerical and administrative positions. Much more, however, needs to be done to strengthen our efforts in recruiting minorities to fill managerial and professional positions.

Recognizing this, we have revised the Employee Selection Procedure to include a summary hiring report which is reviewed by the appropriate senior manager before any hiring action can be taken. We have extended and reopened searches when the candidate pool for a specific position was found not to be sufficiently representative.

We have made greater and more consistent use of job announcement media targeted to minority populations and added to this direct mail announcements to the approximately 1,800 individual members of ALA's several ethnic caucuses for senior professional staff vacancies. This year, we have funded the long-vacant position of ALA Personnel Director and recruited to that position an individual with a strong background in affirmative action and staff development.

We are eager to supplement these steps with others that will increase ALA's ability to recruit, employ, and retain a larger number of well qualified minority staff, especially at the professional and managerial levels. □

ALA EMPLOYEE MINORITY PROFILE
as of 12/1/87

GRADE AND SALARY RANGE	TOTAL EMPLOYEES	TOTAL MALE	% M	TOTAL FEMALE	% F	TOTAL WHITE	% W	TOTAL BLACK	% B	TOTAL HISPANIC	% H	TOTAL ASIAN	% A	TOTAL AMER INDIAN	% AI
Grade 1 \$10,932- 15,304	5	3	60.0	2	40.0	1	20.0	4	80.0	0	0	0	0	0	0
Grade 2 \$11,798- 16,517	8	2	25.0	6	75.0	3	37.5	5	62.5	0	0	0	0	0	0
Grade 3 \$12,733- 17,827	12	2	16.6	10	83.4	6	50.0	4	33.3	2	16.7	0	0	0	0
Grade 4 \$13,462- 19,520	39	3	7.7	36	92.3	17	43.6	21	53.8	1	2.6	0	0	0	0
Grade 5 \$14,528- 21,066	7	2	28.6	5	71.4	5	71.4	2	28.6	0	0	0	0	0	0
Grade 6 \$15,680- 22,736	21	5	23.8	16	76.2	6	28.6	12	57.1	2	9.5	1	4.8	0	0

GRADE AND SALARY RANGE	TOTAL EMPLOYEES	TOTAL MALE	% M	TOTAL FEMALE	% F	TOTAL WHITE	% W	TOTAL BLACK	% B	TOTAL HISPANIC	% H	TOTAL ASIAN	% A	TOTAL AMER INDIAN	% AI
Grade 7 \$16,584- 24,876	6	0	0	6	100.0	5	83.3	1	16.7	0	0	0	0	0	0
Grade 8 \$17,898- 26,847	21	4	19.0	17	81.0	13	61.9	7	33.3	1	4.8	0	0	0	0
Grade 9 \$19,317- 28,976	14	1	7.1	13	92.9	9	64.3	4	28.6	1	7.1	0	0	0	0
Grade 10 \$20,848- 31,272	22	3	13.6	19	86.4	21	95.5	1	4.5	0	0	0	0	0	0
Grade 11 \$22,500- 33,750	15	4	26.7	11	73.3	12	80.0	2	13.3	0	0	1	6.7	0	0
Grade 12 \$24,283- 36,425	10	3	30.0	7	70.0	10	100.0	0	0	0	0	0	0	0	0
Grade 13 \$26,207- 39,311	21	7	33.3	14	66.7	19	90.4	1	4.8	0	0	1	4.8	0	0
Grade 14 \$28,285- 42,427	4	2	50.0	2	50.0	3	75.0	1	25.0	0	0	0	0	0	0
Grade 15 \$30,526- 45,789	4	2	50.0	2	50.0	4	100.0	0	0	0	0	0	0	0	0
Grade 16 \$32,945- 49,418	11	4	36.4	7	63.6	10	90.9	1	9.1	0	0	0	0	0	0
GRADE AND SALARY RANGE	TOTAL EMPLOYEES	TOTAL MALE	% M	TOTAL FEMALE	% F	TOTAL WHITE	% W	TOTAL BLACK	% B	TOTAL HISPANIC	% H	TOTAL ASIAN	% A	TOTAL AMER INDIAN	% AI
Grade 17 \$35,557- 53,335	16	6	37.5	10	62.5	15	93.8	1	6.2	0	0	0	0	0	0
Grade 20 \$44,698- 67,047	1	0	0	1	100.0	1	100.0	0	0	0	0	0	0	0	0
Grade 23 \$56,189- 84,284	5	2	40.0	3	60.0	5	100.0	0	0	0	0	0	0	0	0
Grade 24 \$63,212- 94,818	1	1	100.0	0	0	1	100.0	0	0	0	0	0	0	0	0
Contract	2	2	100.0	0	0	2	100.0	0	0	0	0	0	0	0	0
GRAND TOTAL	245	58	23.7	187	76.3	168	68.6	67	27.4	7	2.9	3	1.2	0	0
TOTALS BY JOB CATEGORY															
Clerical/ Administra- tion	139	22	15.8	117	84.2	72	51.8	60	43.2	6	4.3	1	.7	0	0
Professional	47	13	27.7	34	72.3	45	95.7	2	4.3	0	0	0	0	0	0
Managerial	56	21	37.5	35	62.5	50	89.3	4	7.1	0	0	2	3.6	0	0
Other	3	2	66.7	1	33.3	1	33.3	1	33.3	1	33.3	0	0	0	0
TOTAL	245	58		187		168		67		7		3		0	



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The Source highlights useful items in major areas of library/information activity. Send materials to department editor Gordon Flagg, American Libraries, 50 E. Huron St., Chicago, IL 60611.

publicity

Colorization hits the library. The Dauphin County (Pa.) Library System's latest publication is a children's coloring book, *My Visit to the Library*. The book, which depicts tortoises, rabbits, and bees using various library services, will be given to children participating in classroom visitations to the nine libraries in the system.

The coloring book joins such other system publications as *The Best in Us*, an annual magazine of creative writing by local students; *Around the Year Together*, an activities manual for preschoolers; and *Pennsylvania Portfolio*, a semiannual literary magazine on state libraries, authors, and books.



Turtles teach thoughtfulness on a page from Dauphin County's *My Visit to the Library* coloring book.

PR tips for non-PR people. *Public Relations Tips* was conceived by author Joseph P. Manthorne as a concise self-help manual for smaller organizations that don't employ a professional public relations officer.

The basic, jargon-free guide offers a defi-

nition and capsule history of public relations, suggests news opportunities, describes various types of news media, tells how to write a news release, covers community and internal relations, and includes writing and grammar tips. 114 p., paper, \$12 from Manthorne Company, 48 Charles St., Natick, MA 01760.



Florida Center for the Book

Florida's flamingo. This design, created by Florida International University staff, is the new logo of the Florida Center for the Book. Its first appearance was on a seminar brochure marking the opening of a special collection given to Broward County Library by Jean and Carol Fitzgerald, private collectors of Federal Writers Project publications. The eye-catching design was modified slightly for use on the state center's stationery, business cards, and other materials.

Millage methods. How to Run a Successful Library Millage Campaign is a 12-page booklet from the Michigan Library Association's Public Relations Committee telling how to organize a campaign, get on the ballot, develop publicity materials, and raise funds.

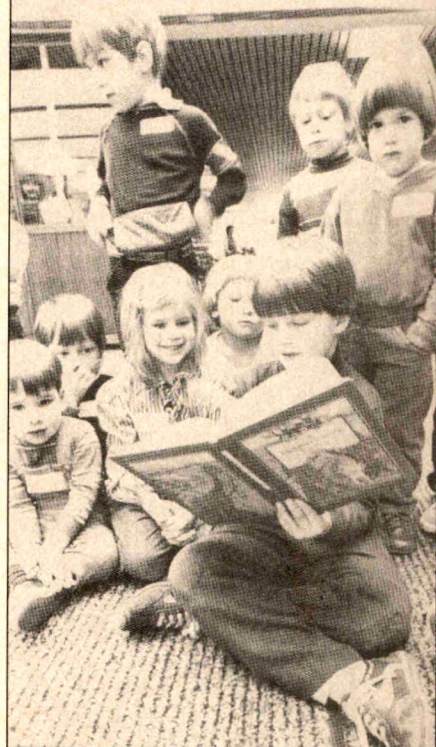
Co-authors Yvonne Schanz and Linda Sickles, who have each headed successful campaigns at their libraries, also include sample survey forms and brochures. \$5 (\$2.50 to Michigan Library Association members) from the MLA, 1000 Long Blvd., Suite #1, Lansing, MI 48911.

Proven PR. Award-winning library public relations programs that can be adapted by other libraries are the basis for *Grand Schemes and Nitty-Gritty Details: Library PR That Works*, by Ann Montgomery Tuggle and Dawn Hansen Heller (copublishers of

the *Library Insights, Promotions and Programs* newsletter).

The first part of the book looks at winning entries in the John Cotton Dana Library Public Relations contest, analyzing their principles and elements to identify nine "grand schemes" that produce successful PR programs. Part two offers the "Nitty-Gritty Details": practical advice on designing and judging a campaign, mastering public speaking, and communicating in print and with audiovisuals. 237 p., paper, \$19.50 U.S., \$23.50 elsewhere from Libraries Unlimited, POB 3988, Englewood, CO 80155-3988 (0-87287-565-2, 87-21171).

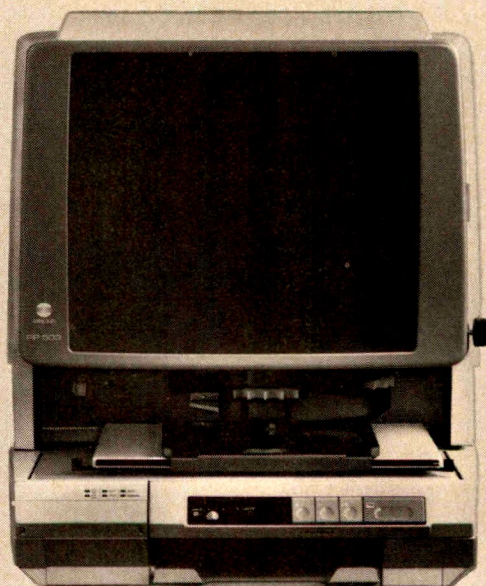
YES, Books are Basic



A "back to basics" campaign helped the St. Louis County (Mo.) Library pass a library tax issue. The effort is described in *Grand Schemes and Nitty-Gritty Details*.

(Source continued on p. 231.)

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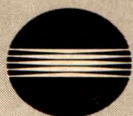
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The Source

video

Breast self-examination, following American Cancer Society guidelines, is taught to general audiences in a new videotape from Apogee Communications, a producer of professional videos for the medical community.

A professional version of the tape has been used by doctors, hospitals, and universities in the U.S. and 27 countries. Apogee president Arthur J. Levy says that numerous doctors suggested that the firm produce a consumer version following First Lady Nancy Reagan's breast cancer surgery, which focused attention on self-examination as a means of early detection of possible breast cancer. "It seems that some women are uncomfortable watching a BSE tape in a clinic or doctor's office," Levy said. "However, they would feel perfectly comfortable watching this same tape in the privacy of their own homes."

The professional version of the tape sells for \$200; however, the consumer version—which includes a quick-reference card illustrating the self-examination procedure—retails for only \$24.95. The company also recently released a consumer version of its videotape on osteoporosis, a chronic bone disease that strikes one in four women over age 60. For more information write Apogee Communications, 159 Alpine Way, Boulder, CO 80302.

The use of video in schools is explored in a new book from the Agency for Instructional Technology, a nonprofit group established to strengthen education through technology.

Robert D.B. Carlisle interviewed some 160 educators, students, and others in 12 states before writing *Video at Work in American Schools*. He provides examples of innovative use of VCRs, broadcast television, and cable; describes the types of programming available for various subjects; discusses video use outside the school (for juveniles in detention, homebound due to disabilities, or in home schools); and discusses teachers' need for strong support from administrators, statewide networks, public television stations, and other sources.

The 65-page paperback, illustrated with

dozens of photos portraying a wide range of video users and programs, is \$5.95 from AIT, POB A, Bloomington, IN 47402 (0-9603244-2-9).



A great cast is featured in *Rediscovering a Forgotten Legacy*, which traces the history and depicts the restoration of a rare collection of plaster casts that graced the halls of the Metropolitan Museum of Art from 1880 to 1938. The casts were stored in a New York City warehouse and virtually forgotten for 40 years until they were rediscovered in 1975 by the Queens Museum. The eight-minute program is among the fine-arts videos available from artsAmerica, a nonprofit corporation for the arts. For more information write artsAmerica at 12 Havemeyer Pl., Greenwich, CT 06830.

bibliography

Presidential campaign newspapers dating back to the 1828 race between Andrew Jackson and John Quincy Adams are listed in *The People's Voice*, compiled by William Miles. The partisan and ephemeral publications, which served as the primary forum for campaign rhetoric in the 19th and early 20th centuries, continue to this day (the most recent entry is Jesse Jackson's *Rainbow News* from 1984).

The 733 entries give data on editors and publishers, masthead slogans and mottos, frequency and dates of publication, noteworthy material (such as campaign biographies), and library holdings. Includes editor/publisher/candidate, title, and geographical indexes. 210



Video at Work in American Schools explores the use of VCRs, broadcast television, and cable TV in the classroom.

p., \$37.50 from Greenwood Press, 88 Post Rd. West, POB 5007, Westport, CT 06881 (0-313-23976-2, 87-11969).

Lots of landscape listings. Over 8,300 English-language books and periodicals on all aspects of landscape architecture are cited by Antoinette Paris Powell in the *Bibliography of Landscape Architecture, Environmental Design and Planning*.

The bibliography includes both current and retrospective items, as well as works by and about prominent architects, all listed under some 100 LC subject headings ranging alphabetically from amusement parks to zoological gardens. Works on city, regional, and land use planning make up the largest part of the bibliography, with some 3,500 entries.

The 356-page volume, indexed by author and title, is \$74.50 from Oryx Press, 2214 N. Central, Phoenix, AZ 85004-1483 (0-89774-250-8, 87-5739).

Gothic guide. Nearly 2,500 books, articles, dissertations, and other works on Gothic literature are listed by compiler Frederick S. Frank in *Gothic Fiction: A Master List of Twentieth Century Criticism and Research*.

The major portion of the bibliography is devoted to English and American Gothic fiction: reference works, genre studies and other general works; studies of individual authors; and special subject areas such as dramas and parodies. Shorter sections cover French, German, and other national Gothics; werewolves and vampires; the Gothic film; and other areas. Indexed by critic and author/artist. 193

p., \$34.95 from Meckler Corporation, 11 Ferry Lane West, Westport, CT 06880 (0-88736-218-4, 87-24705).

Five theatrical bibliographies on subjects from children's plays to female impersonators appear in volume 12 of the Theatre Library Association's *Performing Arts Resources* series. The collection, edited by Barbara Naomi Cohen-Stratynier, marks the 50th anniversary of the association's founding in 1937.

The topics covered by the five bibliographies (each of which contains an introductory essay) are early printed children's plays in English, 1780-1855; 19th-century sources on women in the 19th-century American theatre; dramas on the American Civil War published through 1900; performed materials on female impersonation on the American stage, 1860-

QUICK BIZ: Recent books on business and economics topics

BASIC INVESTING

Individual investors who want to understand stocks, bonds, municipal bonds, and mutual funds need a guide to basic sources. This list of titles represents a sample of the broad spectrum of the material available, from straightforward texts to standard reference works. In addition, RASD's Business Reference and Services Section will present a program on "Getting Rich at the Reference Desk: Sources for Investment Research" at the New Orleans Annual Conference in July.

Altman, Edward and Scott Nammacher. *Investment in Junk Bonds*. Wiley, 1987, \$24.95 (0-471-84886-7).

A junk bond is a corporate security which has lost its investment and financial performance. This book offers useful tips on investing in junk bond mutual funds, listings of popular high-yield debt issuers, and other information for investors.

Andrew, John. *Buying Municipal Bonds*. Free Press, 1987, \$17.95 (0-02-901460-3). A guide to the purchase of municipal bonds as a stable and tax-free investment. Offers a straightforward investment strategy and contains many concrete examples of how to invest in the municipal bond market.

Consumer Guide Editors. *10 Best Rated Investments from \$1,000 to \$5,000*. Signet, 1987, paper, \$3.50 (0-451-14767-7). Aimed at the small investor, this book reviews 10 investment opportunities, including municipal bond funds, mutual funds, and convertible bond funds. It helps the reader understand some new financial strategies, new investment options, and the best time to buy and sell.

Dow Jones News/Retrieval: An Online Service. For cost information phone 800-522-3567. Usual cost \$1.98 per minute during prime time, 44¢ per minute after 6 p.m.

An online service providing current business news, financial information, stock quotations and other investment-related information on public companies.

Downes, John and Jordan E. Goodman. *Barron's Finance and Investment Handbook*. Barron's, 1986, \$21.95 (0-8120-5729-5).

A comprehensive source in a question-and-answer format covering most aspects of investing. Included is a dictionary of 2,500 terms and complete listings of all

the major stock exchanges with addresses.

Dunn, Nancy. *Dun & Bradstreet's Guide to Your Investments* 1987. Harper, 1987, \$16.95 (0-06-055045-7).

Published annually for more than 30 years, this *Guide* remains invaluable to the new investor. It contains vital information on how to deal with a broker and how to make profits in preferred stocks, mutual funds, or government bonds.

Klott, Gary. *The New York Times Complete Guide to Personal Investing*. Times Books, 1987, \$22.50 (0-8129-1235-7).

This guide covers most aspects of personal investing, including stocks, bonds, commodities, and futures speculation. Discusses in detail investment strategies and how to attain your financial objectives.

Standard and Poor's Stock Report. Quarterly, \$975/year. Order from Standard and Poor's, 25 Broadway, New York, NY 10004.

A basic reference that summarizes a public company's position in the market. It contains comprehensive two-page reports on over 1,500 companies, including recent developments on income, dividends, stock prices, capitalization, etc.

Value Line Investment Survey. Weekly, \$495/year (ISSN 0042-2401). Order from Value Line Inc., 711 Third Ave., New York, NY 10017.

An ongoing survey of 1,700 companies representing 95 industries. The reports analyze 22 key investment criteria for an 11-year period and forecast earnings for three to five years.

Item of the Month

Securities Industry Yearbook 1987-88. Securities Industry Association, 1987 (ISSN 0730-5796). \$90 for non-members. Order from SIA Yearbook Dept., 120 Broadway, New York, NY 10271.

Much of this *Yearbook* is devoted to a "Directory of SIA Members" and a ranking by capital positions of its 376 member firms. Each firm is further profiled with employee size, number of customer accounts, total equity, and names of senior management staff. The volume offers useful information for judging the financial situation of companies. Other member firms that did not provide detailed information are also listed but not included in any of the ranking tables.

Priscilla C. Geahigan,
column editor

Erinda Regner,
business reference librarian,
Chicago Public Library

1927; and labor plays of the 1930s. 198 p., \$25 from the Theatre Library Association, 111 Amsterdam Ave., New York, NY 10023 (0-932610-09-0).

Sports fiction. *The Sports Pages* surveys over 600 20th-century works of American sports fiction by authors ranging from Ernest Hemingway and Ring Lardner to Garrison Keillor and Raymond Carver.

Compiler Grant Burns provides lengthy critical annotations of the novels and stories, which deal with baseball, boxing, football, hunting, running, and a dozen other sports. In addition to author and title indexes, the 284-page work includes an appendix listing recent critical studies and articles, and a thematic index covering such topics as aging, corruption, fans, and physical handicaps. \$25 from Scarecrow Press, POB 4167, Metuchen, NJ 08840 (0-8108-1966-X, 86-31388).

Electrical engineering and related fields are the focus of *A Guide to the Literature of Electrical and Electronics Engineering*, by Susan B. Ardis. The annotated bibliography encompasses all areas concerned with the use and study of electrical energy, including the traditional subdivisions of power engineering, communications, circuits and systems, electron and solid-state devices, signal processing, and computer engineering.

The 697 sources (most published since

1978) include bibliographic sources, ready reference works, handbooks and reference texts, journals, product catalogs, patent literature, standards literature, and nonprint materials. Entries give full bibliographic information and a brief annotation. Indexed by author/title and subject. 190 p., \$37.50 U.S., \$45 elsewhere from Libraries Unlimited, POB 3988, Englewood, CO 80155-3988 (0-87287-474-5, 87-25981).

==school media==

Courseware compilation. Nearly 8,000 educational microcomputer software programs suitable for use in preschool through 12th grade are described in the first annual edition of *Software for Schools*.

The main section lists the programs alphabetically by title, giving the grade level, author, release date, required hardware, machine compatibility, publisher, price, a brief description, and other data.

Classroom software titles are also listed by 75 applications or subjects (from accounting and adult education to vocational training and word processing), within 11 systems headings (Apple II family and compatibles, IBM PC family and MS-DOS compatibles, etc.). A professional-software listing gives similar treatment to programs for librarians,

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o "Bib-Base/Acq ranks among the best and is the most flexible of these systems available for microcomputer-based acquisitions." (*Library Software Review*, May-June 1986)

o "Bib-Base/Acq has much more to offer in the way of advanced features. Its power and flexibility are incredible ... it is extremely sophisticated." (*Wilson Library Bulletin*, March 1986)

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Willow Grove, PA 19090

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End-User Searching: Services and Providers,

Sarah Watstein and Martin Kesselman, editors
\$26.00pbk. Approx. 300p. 0-8389-0488-2 7/88

End-user searching in libraries is explained to assist in the establishment and maintenance of end-user services. Thirteen original papers treat training end users; end-user services currently available from vendors; searching in business, science/technology, health, and consumer databases; front-end and gateway software; laser-disk based services.

Genealogical Research and Resources:

A Guide for Library Use, Lois C. Gilmer
\$9.95pbk. Approx. 64p. 0-8389-0482-3 4/88

Designed to assist librarians not trained in genealogy in providing two levels of reference service: first, helping patrons make use of resources in the local library for basic research, and second, helping the patron identify libraries and organizations which can support advanced research.

Public Library Development Program Manual for Trainers, prepared by Peggy O'Donnell

\$20.00 154p. in 3-ring binder 0-8389-3347-5 1/88

Instructions on workshop planning, suggestions for recruiting speakers and registrants, discussion outlines, and case histories and group exercises to be reproduced for workshop use. An essential resource for anyone organizing workshops based on the ALA/PLA 1987 publications, *Planning and Role Setting for Public Libraries* and *Output Measures for Public Libraries*.

Preservation Microfilming: A Guide for Librarians and Archivists, Nancy E. Gwinn, editor

\$40.00pbk. 238p. 0-8389-0481-5 87-10020 12/87

A comprehensive manual for administrators who are planning and implementing microfilming projects. Each step in the production of microfilm masters is covered, from selection and preparation of materials to storage and care of master negatives.

ALA Books

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teachers, and administrators. Directories of publishers and periodicals with software reviews, a glossary, and four articles by software experts round out the 1,085-page volume. \$49.95 plus shipping from R.R. Bowker, POB 766, New York, NY 10011 (0-8352-2369-8).

The ideal and the reality. The new fourth edition of *The School Library Media Center* presents "a view of both the idea and the reality of the modern LMC" for students, practitioners, teachers, and administrators.

Authors Emanuel T. Probst and Joyce S. Probst update their text to focus on the purpose, structure, and function of the media center in the context of recent criticisms of the educational system (such as *A Nation at Risk*). Individual chapters describe the current condition of education, the elements of the media center, basic management activities, what the media center should achieve, personnel, facilities and furniture, media and equipment, and the budget. Each chapter concludes with a bibliography and a list of activities to reinforce the concepts presented.

The 257-page text is available in cloth (0-87287-586-7) for \$28.50 U.S. and \$34 elsewhere, and in paper (0-87287-569-5) for \$21.50 U.S. and \$26 elsewhere from Libraries Unlimited, POB 3988, Englewood, CO 80155-3988 (87-21174).

Teaming up to push reading. *The Reading Consultant/Library Media Specialist Team: Building the Reading Habit* tells how librarians and reading teachers can work together to develop reading skills and instill a lifelong love of reading in students.

Authors Emma Lou Benedict (a school media specialist) and Darla Shaw (a reading consultant) propose an interdisciplinary program of study and research skills; a literature and reading program; motivational programs such as book fairs, work with computers, and parent involvement activities; and community involvement through library and reading celebrations, storytelling festivals, book discussion days, and other events. 201 p., \$27.50 cloth (0-208-02102-7), \$19.50 paper (0-208-02103-5) from Shoe String Press, 925 Sherman Ave., Hamden, CT 06514 (87-3947).

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resources

Broadway on Record is described as "the most comprehensive discography available" of original cast recordings of Broadway musicals. Compiler Richard Chigley Lynch provides information on 459 albums from 1931's *The Band Wagon* through the present.

The entries, arranged alphabetically by show title, include the opening date of the show and name of the theatre; record label and number; composer, lyricist, and conductor credits; cast members; and each song and who sang it (some 4,000 song titles are listed in all). Indexed by performer and composer/lyricist/musical director. 347 p., \$37.95 from Greenwood Press, 88 Post Rd. West, POB 5007, Westport, CT 06881 (0-313-25523-7).

Recommendations for romance readers.

Kristen Ramsdell's *Happily Ever After: A Guide to Reading Interests in Romance Fiction* provides a basic guide to the genre for librarians providing readers' advisory service.

After supplying a definition and brief history of romance fiction, Ramsdell provides overviews and readers' advisory suggestions for various subgenres, including contemporary romance (with detailed looks at the sub-subgenres of soap opera and medical romance), romantic mysteries, historical romance (broken down by period), and gay, inspirational, and young adult romance. The 302-page guide also describes relevant research aids, including surveys and critical works, periodicals devoted to the genre, awards, research collections, and writers' societies and organizations. Indexed by name/title and subject. \$27.50 U.S., \$33 elsewhere from Libraries Unlimited, POB 3988, Englewood, CO 80155-3988 (0-87287-479-6).

Network news documentaries and specials broadcast by ABC, CBS, and NBC during the "golden age" of TV journalism are listed by David Einstein in *Special Edition: A Guide to Network Television Documentary Series and Special News Reports, 1955-1979*.

The main section of the work covers over 120 documentary series (from "See It Now" and other early efforts through today's "60 Minutes"), giving background on each series and a chronological listing with brief descriptions of each individual program. Another section contains a year-by-year rundown of one-time-only documentaries and special reports. A brief third section is devoted to syndicated documentaries by pioneer producer David L. Wolper. All together, the three sections list over 7,000 individual programs.

The 1,069-page volume, indexed by production/technical personnel and by personalities mentioned in the program descriptions, is \$87.50 from Scarecrow Press, POB 4167, Metuchen, NJ 08840 (0-8108-1898-1).



Marxist mayhem. The lives and careers of Chico, Groucho, and Harpo (as well as Zeppo and Gummo) are examined by Wes D. Gehring in *The Marx Brothers: A Bio-Bibliography*. The 262-page work contains a biography of the brothers, an essay documenting the team's influence on American comedy, a bibliographical essay, reprints of two articles by Groucho, bibliographies of books and articles by and about the Marxes, a filmography, a discography, and other material. \$37.95 from Greenwood Press, 88 Post Rd. West, POB 5007, Westport, CT 06881 (0-313-24547-9, 86-31823).

info briefs

Publishers, libraries, and CD-ROM. The potential of CD-ROM as a publishing medium is the focus of *Special Report: Publishers, Libraries and CD-ROM*. The report begins with a brief, nontechnical description of digital optical printing, then considers the CD-ROM disc itself as a publishing unit. Other sections deal with the relationship between CD-ROM and users, intellectual property rights, and questions facing publishers, authors, and libraries. Appendixes present highlights of the March 1987 Microsoft Sec-

ond International Conference on CD-ROM and a tutorial overview of the new optical media.

The report was prepared by David C. Miller of DCM Associates for Library and Information Resources for the Northwest, a Fred Meyer Charitable Trust Program. It was also distributed to participants in last summer's Library and Information Technology Association preconference on "Optical Publishing and Libraries: Cheers or Tears?" 99 p., paper, \$12 prepaid from LITA, ALA, 50 E. Huron St., Chicago, IL 60611.

British views. Two recent titles from Taylor Graham Publishers (500 Chesham House, 150 Regent St., London W1R 5FA, U.K.) offer British perspectives on information retrieval.

- *Online Information Retrieval in Practice*, edited by Linda Dorrington, publishes 15 papers presented at the second U.K. Online User Group State of the Art Conference, held in Bristol last year. The program was divided into four sessions devoted to end-user searching, education and training for online searching, developments in hardware and software, and electronic document delivery. A final paper reviewed some of the problems currently encountered by all online searchers. 158 p., paper, £18 (0-947568-23-9).

- *Text Retrieval: An Introduction* was developed for a course presented by the Institute of Information Scientists, aimed at new and potential users of text retrieval packages.

Seven papers, edited by Ian Rowlands, provide an overview of text retrieval applications, look at available hardware and software packages, discuss the external forces affecting text retrieval (copyright and other legal considerations, as well as security aspects), and present case studies of text retrieval in academic and business settings. 80 p., paper, £15 (0-947568-24-7).

VDT hazards. In *Health Hazards of Video Display Terminals*, compiler Meta Nissley lists several hundred articles and other publications dealing with medical, legal, and other issues surrounding VDT use.

The expanded third edition of the bibliography contains a much greater proportion of technical and research papers, as well as more ergonomic studies, reflecting developments since the previous edition was published in 1983. The entries are arranged alphabetically by title, with additional access provided by a name index. The 63-page paperback also includes a directory of VDT manufacturers and suppliers. \$9.95 plus \$1 shipping from Ryan Research International, 1593 Filbert Ave., Chico, CA 95926 (0-942158-04, 87-90423).

CD-ROMs in Print 1987 is the first edition of an annual publication listing all CD-ROM products currently available, as well as those announced to be published within the year.

The entries—ranging alphabetically from *Abstract File*, a prototype disc from Dun's Marketing Service, to Knowledge Access's

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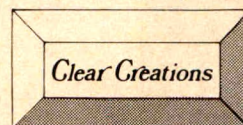
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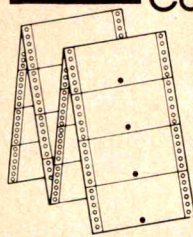
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The 108-page paperback, compiled by Nancy Melin Nelson, also includes a glossary, a company directory, and indexes by company and title. \$29.95 from Meckler Corporation, 11 Ferry Lane West, Westport, CT 06880 (0-88736-179-X).

new serials

African culture and consciousness is the concern of *The Journal of Pan African Studies*. The premier issue features articles ranging from a profile of reggae band Steel Pulse to a discussion of African socialism, as well as an interview with educator James E. Dennis, abstracts of African-studies dissertations, a list of African names and their meanings, and an "Alkebu-lan" (African) crossword puzzle. Book reviews and other additions are promised for future issues.

The journal is published quarterly by the nonprofit California Institute of Pan African Studies, an educational organization dedicated to the advancement of African people. Annual subscriptions are \$20 to institutions, \$12 to individuals, and \$15 foreign (single copies \$3.75) from POB 13063, Fresno, CA 93794-3063 (ISSN 0888-6601).

Health care chaplaincy. *The Journal of Health Care Chaplaincy* is a new interdisciplinary journal, to be published twice a year, devoted to research on pastoral care in community hospitals, medical centers, nursing homes, and other health care institutions.

The series will address the various concerns faced daily by chaplaincy departments around the country, says editor Laurel Arthur Burton. "Despite evidence that chaplaincy provides a variety of positive benefits, departments are being pressed, squeezed, and in some cases eliminated altogether, in the service of cost containment. Meanwhile, the basic tasks of pastoral care, including ministry in the face of dying and the expression of concern for the ultimate state of the human soul, are and must be carried on daily."

Subscriptions are \$20 to individuals, \$32 for institutions, and \$42 for libraries from Haworth Press, 12 W. 32nd St., New York, NY 10001 (ISSN 0885-4726). Librarians can request sample copies on official letterhead.

Weekly news on South Africa is available in *Southscan*, a newsletter offering exclusive stories and analysis from correspondents in the field. The publication was launched in response to the media restrictions imposed under the Pretoria government's state of emergency, with the goal of providing an alternative to the "bland foreign press coverage" from "hamstrung journalists inside South Africa." Each issue features reports

from experienced journalists in South Africa, the "frontline states" in the region, and world capitals.

U.S. and Canadian subscriptions, mailed first class, are \$100 to institutions and \$40 to individuals; for \$150 and \$50 respectively, subscribers can also have access to the newsletter's contents on database. Southscan, POB 724, London N1 7AQ, England (ISSN 0952-7524).

Writing right. "A one-of-a-kind magazine for the people who work with our language" is how the publisher describes *Righting Words: The Journal of Language and Editing*.

The magazine serves a dual purpose: As a professional journal it keeps track of the market for freelance writers and the pay for editors, suggests techniques for success, and provides news of the profession; and as an intellectual publication it publishes articles by scholars exploring the history and study of the language. In addition, it offers book reviews, cartoons, and other features.

Six bimonthly issues are \$24 from *Righting Words*, POB 6811, F.D.R. Station, New York, NY 10150.



Righting Words explores the history of our language.

Pharmacology focus. Pharmacology is the latest discipline to be covered by the Institute for Scientific Information's *Atlas of Science* series of review journals "charting the progress of research in science, technology, and medicine."

Each issue consists of 15 to 20 original surveys devoted to the most active areas of research, providing background, discussing current developments, naming key players, and identifying future directions.

To produce the review journals, ISI editors analyze over 4,000 scientific journals in their database to identify active areas of scientific research and publication. Bibliographies generated for each topic area are evaluated by an editorial advisory board that helps select expert authors to write the research surveys.

Four quarterly issues of the *ISI Atlas of Science: Pharmacology* are \$95 to individuals and \$295 to institutions (institutional subscriptions include a hardbound annual cumulation) from ISI, 3501 Market St., Philadelphia, PA 19104 (ISSN 0890-9083). □

"It's a challenge to keep up with our community's growth. Dialog has helped a great deal."

—Homer Fletcher, City Librarian, San Jose Public Library



Homer Fletcher has been a head librarian for 30 years, and over half of those years he has headed up the San Jose Public Library system.

As San Jose has grown, so has its library. From 10 branches in 1970 to 17 today. During that time, Mr. Fletcher and his staff have worked hard to keep pace with their community's growth and needs.

They have taken an approach that is responsive to the diverse nature of their community. As a result, the library hosts a large foreign language collection.

It's hardly surprising that, in 1973, the library was one of the first in the nation to participate in online services through a grant from the National Science Foundation. From that pioneering beginning San Jose Public Library

never looked back, continuing to offer its patrons the advantage of online information retrieval.

Today, the library's online department is one of the most progressive in the nation. According to senior librarian Martha Schmidt, "Our department is staffed by seven librarians who now handle nearly 700 requests a month for online searches."

The majority of those searches are completed through DIALOG. That's because DIALOG's reliability and availability is better than 99.8%. With features and searching capabilities available on no other system. And DIALOG gives the library's patrons access to the world's largest collection of knowledge, online. Which fits Mr. Fletcher's philosophy quite well. "There's not another institu-

tion in our society that has the mission of the public library... to provide information and access to ideas for all the public."

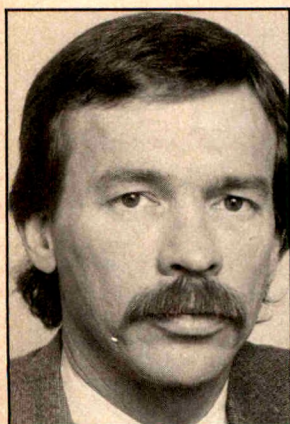
As Mr. Fletcher summed it up, "The sooner a library goes online the better."

For more information on how to get started with DIALOG in your library or in your community, call us at 1-800-3-DIALOG and we will send you an information brochure. Or write DIALOG, marketing department, 3460 Hillview Avenue, Palo Alto, CA 94304.

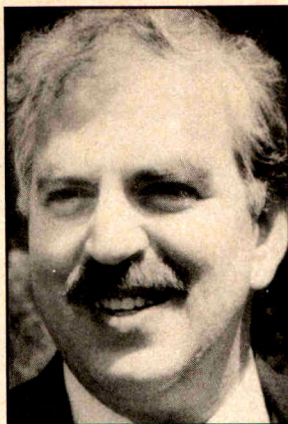
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Bernard Margolis



Donna Rhein

William Fraher Abernathy recently became director of the Ozark Christian College Library, Joplin, Mo. □ **Germaine Age** is now community awareness coordinator for New Orleans (La.) Public Library. □ Feb. 15 **Robert A. Aken** became coordinator of reference services for the Swem Library of the College of William and Mary, Williamsburg, Va. □ **Fred Allison** now serves as Marion (Ohio) Public Library director. □ In December **Sandra Alston** began service as Canadiana specialist in the Robarts and Thomas Fisher Rare Book libraries of the University of Toronto, Ontario. That same month her former employer, the Metropolitan Toronto Library Board, completed publication of Alston's three-volume *Bibliography of Canadiana: Second Supplement*. Published over four years, the bibliography describes the 3,134 titles acquired since 1959 by MTLB for its Baldwin Room collection of pre-Confederation Canada. □ **Richard V. Anglin** is now director of Ramapo Catskill Library System, Middletown, N.Y. □ At the Special Libraries Association **Richard D. Battaglia** is now associate executive director. □ **Anne K. Beaubien** has won the Distinguished Alumna Award from the University of Michigan's School of Information and Library Studies, Ann Arbor. Beaubien directs the university library's fee-based information brokerage, the Michigan Information Transfer Source. □ **Tobi Brimsek** is now director, research and information services, for the Special Libraries Association. □ The new library director of El Paso (Tex.) Public Library is **Betsy**

Burson. □ **Katherine Button** has become reader services librarian at Brandeis University Library, Waltham, Mass. □ **Donald O. Case**, assistant professor at the UCLA library school, is a co-recipient of the 1988 Education Research Grant Award from the Association for Library and Information Science Education. His winning proposal is "Gender and Ethnic Determinates of Success in Graduate School: A Mathematical Modeling of the Admissions Process in Library and Information Science." □ **Juliana M.S. Cheng** is now subject manager of business and economics for Los Angeles Public Library. Cheng, who formerly managed LAPL's Chinatown branch, won the Los Angeles City Career Service Award in 1986. □ **Dudee Chiang** is the new information specialist at the University of Southern California's Norris Medical Library, Los Angeles. □ Feb. 1 **Kathe Chipman** became indexer/reference librarian for Columbia University Libraries' Avery Index. □ **Stephen D. Clark** is now acquisitions librarian for the Swem Library of the College of William and Mary, Williamsburg, Va. □ **Monica Collier** has been appointed regional librarian for Central Michigan University Library, Mount Pleasant. □ **Catherine D. Collins** recently became project librarian of Harvard College's Eda Kuhn Loeb Music Library. □ Jan. 4 **David Dorman** became automation and new technology specialist for a project cosponsored by Minnesota's Office of Library Development and Services at the James Jerome Hill Reference Library, St. Paul. □ The

AIDS Committee of Toronto has named **John Dunham** coordinator of its Resource Center. □ Jan. 25 **Paula Ebbitt** became head of circulation and reserves at Harvard University's Kennedy School of Government Library, Cambridge, Mass. □ **Bruce Emerton** is now education/general reference librarian at California State Polytechnic University Library, Pomona. □ **Charles Farley** has been appointed vice president of marketing at CLIS, Inc. □ **Denise Listovitch Garofalo** is now automation consultant at New Hampshire State Library. □ **Mary Janine Goodale** now serves as Los Angeles Public Library's first subject manager of children's literature. □ **Barbara Greever** is now catalog librarian for the University of Idaho Library, Moscow. □ Jan. 12 **Phelix Hanible** became head of the original cataloging unit at the University of Michigan Graduate Library, Ann Arbor. □ **Jeffrey Heynen** recently became chief of LC's Special Materials Cataloging Division. □ Jan. 1 **Susan M. Hill** became the first vice president, Library and Information Center, at the National Association of Broadcasters, Washington, D.C. Hill began directing the NAB library in 1973. □ **Fontayne B. Holmes** is now assistant director of branches for Los Angeles Public Library. □ **William G. Jones**, assistant university librarian at the University of Illinois at Chicago, is a 1987-88 senior fellow at the university's Institute for the Humanities. Jones is investigating strategic planning issues for the research university. □ The new director of libraries at Evanston (Ill.) Hospital Corporation is **Dalia S. Kleinmuntz**. □ The first half-time young adult librarian at Ross County (Ohio) Public Library is **Luvada Kuhn**. Kuhn also handles public relations for the library. □ **Katherine Laurence** has been named head librarian of Cornell University's School of Hotel Administration Library, Ithaca, N.Y. □ At Columbia University Libraries, New York, N.Y., **Patrick Lawlor** is now reference librarian/bibliographer of the Rare Book and Manuscript Library and curator of the Herbert H. Lehman Suite and Papers. □ **Edward Lockman** has been appointed director of the Continuation Services Division for Faxon Company, Westwood, Mass. □ March 1 ALA Council member **Bernard Margolis** became director of Pikes Peak Library District, Colorado Springs, Colo. Formerly director of the Monroe County (Mich.) Library System, Margolis was named 1985 Librarian of the Year by the Michigan Library Association. He also serves as asso-

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ciate editor of *Bottom Line*. □ At Xavier University, Cincinnati, Ohio, **Margaret Mirus** now heads the Lodge Learning Laboratory. □ **Peggy Mueller** has become public services operations and staff development officer at the University of Texas at Austin General Libraries. □ **Eileen M. Mulhare** is now director of grants and development for Wayne State University Libraries, Detroit, Mich. □ **Marilyn R. Murray** has become firm director-library services for Arthur Andersen & Co., headquartered in Chicago. □ **Margaret Irby Nichols** is now assistant dean of the library school at North Texas State University, Denton. □ **Jane M. Nowak** has been appointed subject manager of history and genealogy for Los Angeles Public Library. □ **Delphine A. Oehms** now serves as curriculum center librarian for Central Michigan University Library, Mount Pleasant. □ The new president-elect of the Illinois Library Association is **Fred Peterson**, university librarian at Illinois State University, Normal. □ **James R. Rettig** is now assistant university librarian for reference and information services for the Swem Library of the College of William and Mary, Williamsburg, Va. □ **Donna E. Rhein** recently became company librarian for the Connecticut Consulting Group, Wilton. □ The Association for Library and Information Science Education has given its 1988 Research Grant Award to **John V. Richardson**, associate professor in the UCLA library school. With corecipient Donald O. Case, Richardson will make a longitudinal study of how 25 demographic variables may impact on the final grade-point average of library school students. □ The new deputy director of the St. Louis (Mo.) Public Library is **Nancy M. Smith**. □ **Wesley Sparks** now serves as cataloger in the Technical Services Department of South Carolina State Library. □ **Joan Spellacy**, director of library services at Mary Institute, St. Louis Mo., was named 1987 Teacher of the Year by the Independent Schools Association of the Central States. □ **Bonnie J. Strong** now directs Sharon (Mass.) Public Library. □ **Elizabeth Ann Sudduth** now serves as technical services librarian at Williams College, Williamstown, Mass. □ In November **William Timplake** resigned as president of the Research Libraries Group due to ill health. □ **Katherine I. Tynan** is the first head of reference and public services at Hartford (Conn.) Graduate Center Library. □ **Mary Ann Van Benschoten** has been appointed outreach services coordinator for Ramapo Catskill Library System, Middletown, N.Y. A former correctional facility librarian, she was named 1987 Prison Librarian of the Year by the New York State Department of Correctional Services. □ **Robert V. Vaughn** has resigned as librarian of the Good Hope School's Ward M. Canaday Library in the Virgin Islands to form Aye-Aye Press, Ltd., an information brokerage and consultancy based in St. Croix. □ At Boise (Idaho) State University Library **Alan Virta** now serves as head of special collections and university archivist. □ **Susan Waddington** recently became principal public library coordinator for Providence (R.I.) Public Library. □ At the University of Nebraska at Omaha Library **Shaista Wahab** has become monographic cataloger. □ **Kathy L. Warye** has been appointed assistant ex-

ecutive director, professional growth, for the Special Libraries Association. □ **Eric Wedig** is now head of the Government Documents and Microforms Department at Tulane University of Louisiana Libraries, New Orleans. □ **Arnold D. Weeks, Jr.**, now directs Clay County (Fla.) Library System. □ **Kin Tree Whitecloud** has become head of Santa Fe (N. Mex.) Public Library's La Farge branch. □ **Stephen E. Wiberley, Jr.**, bibliographer for the social sciences at the University of Illinois at Chicago Library, is a 1987-88 senior fellow at the university's Institute for the Humanities. He is focusing on strategic planning issues for the research university. □ Orange County (Calif.) Public Library's first program administrator is **Binnie Tate Wilkin**.

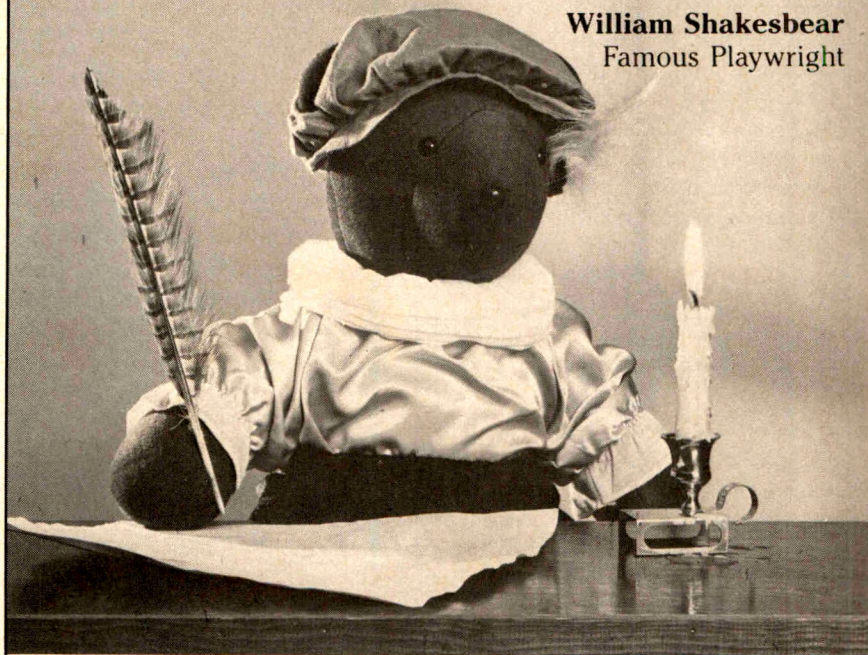
Deaths

Marjorie J. Benzinger, 62, coordinator of SUNY/Buffalo's Branch Libraries of the Science and Engineering Library, died Dec 21. □ **Bruce J. Bergman**, 55, former director of Pace University Library, Pleasantville, N.Y. died Jan. 3. □ **Winifred Sylvia Campbell**, 76, formerly with Memphis (Tenn.) State University Library, died Dec. 29. □ **Everett T. Moore**, 78, who retired in 1976 as associate university librarian at UCLA Library, died Jan. 5. Winner of ALA's Robert B. Downs Award in 1974, Moore was the successful plaintiff in a 1976 suit that tested whether California's Harmful Matter Statute would apply to individual librarians who distribute "harmful matter" to minors. □

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Career of a Library Organization as a Hub of Allied Scientific Intelligence 1942-1945," and Verna Pungitore from Indiana, whose interesting research explored the flow of information to and from small and medium-sized public libraries in one midwestern state. John Richardson and Donald Case of UCLA won the 1988 Research Grant for their proposed study, "The Gender and Ethnic Determinants of Success in Graduate School: A Mathematical Modeling of the Admissions Process in Library and Information Science."

At this forum each year, ALISE also recognizes the outstanding doctoral dissertations. This year's winners were Prudence Dalrymple, who earned her degree at the University of Wisconsin/Madison, and Anthony Olden, who took his doctorate at the University of Illinois/Urbana.

Among informal events, a "dramatic" high point was undoubtedly a conference luncheon featuring the ALISE Singers, a group of stalwart faculty and students from various schools, who presented "Annie, You Don't Need a Gun." This revue, written by North Carolina/Chapel Hill doctoral student Pat Feehan, showed aspiring faculty members how to get ahead in library education without resorting to force.

ALISE's planning process

At the close of the final business session, outgoing President Kathleen Heim turned the gavel over to 1988 President Leigh Estabrook, dean of the University of Illinois library school. Estabrook described the strategic planning process ALISE will be undertaking this year. She hopes that the ALISE schools learn to work cooperatively, employing "the labor union model rather than the capitalist model" so that all the schools can be made stronger. Member schools have already contributed some preliminary ideas about the strategic planning, and the ALISE Board of Directors will meet in March to continue work on the process.

The strategic planning process will be particularly useful, since ALISE will be undergoing some key changes in the next year. Janet Phillips, ALISE executive secretary since 1970, is stepping down in July and will be replaced by Ilse Moon, formerly at Rutgers. In addition, Charles Patterson, who has edited the *ALISE Journal of Education for Library and Information Science* for the past eight years, has finished his terms, and will be succeeded by Rosemary Du Mont from Kent State.

The 1989 ALISE conference, which will examine "Research for Competitive Advantage," will be held in Washington, D.C., next January. □

==editor's endnotes==

Timely tidbits

● John G. Lorenz, former Deputy Librarian of Congress and a man for all seasons even in his semi-retirement, was asked in mid-February to be **interim director of the National Commission on Libraries and Information Science (NCLIS)** and help find a permanent director to replace the departed Vivian Arterbery (Dec., p. 887).

Lorenz is now pinch hitting at the **brave new Washington Research Library Consortium** (Nov., p. 818) until **Paul Vassallo takes the helm in early March**. Vassallo, a former LC whiz kid, will return to D.C. after 13 years as dean of library services, University of New Mexico. The consortium of eight university libraries expects a \$6.7 million opening budget, and the university presidents can't ignore this attempt at library cooperation—they serve as board members....

● On Feb. 12, we were invited to a Feb. 19 news conference at the U.S. Dept. of Education agency that houses the Library Programs branch. The word was that Assistant Secretary Chester E. Finn, Jr., was delighted with the President's 1989 budget request for the agency—"a request [that] will chart **a new direction for Library Programs**." We were dying to know the "new direction," but no one would break the Feb. 19 release date. The ALA Washington Office was wary, suspecting that the request may exceed the usual zero amount, but that the program is replacement library legislation without much chance of passage now....

● **Libraries and latchkey children**—not a new issue for us, but one that's heating up in the mass media. On Feb. 8, the national CBS radio show "The Osgood Papers" featured ALA's Susan Roman, executive director of the

Children (ALSC), and ALSC President Mary Somerville on that topic. The Feb. 15 *New York Times* ran an article, "Library as Day Care: New Curbs and Concerns," interviewing several librarians and noting **ALA's draft position paper** warning libraries not to be hasty in setting anti-latchkey policies. Such policies, ALA proposes, might come off as anti-children.

● The January-February Office for Intellectual Freedom *Memorandum* reports **a key ruling on fees** by the Maryland attorney general: Public libraries can't charge a borrowing fee for videocassettes or recordings. The December 1987 ruling also mandates 10 minutes of free database searches.

● News that may break by spring: exactly what went on in two closed meetings early this year, when the FBI was asked to explain its "**Library Awareness**" program first to NCLIS (see "In the News," this issue) and then on Feb. 10 to U.S. legislators Major Owens, William Ford, and Pat Williams. In December, FBI Director William Sessions had written to ALA's Intellectual Freedom Committee, asserting that Soviet intelligence officers have gathered useful resources in U.S. libraries. Now no one is saying publicly what the Awareness Program is really about and where it's headed. That kind of hush-up makes for speculation, and we've even heard this one: that some librarians themselves may be the agents. ALA has filed Freedom of Information Act requests for documentation of the FBI claims....

● **A correction carved in stone:** We mistakenly omitted "Librarian of Congress James H. Billington" from a news caption last month (p. 96), but the sin was mitigated; The Feb. 1 *Library of Congress Information Bulletin* shows Billington's name being carved into the marble roster of Librarians in LC's Jefferson Building....

Art Plotnik

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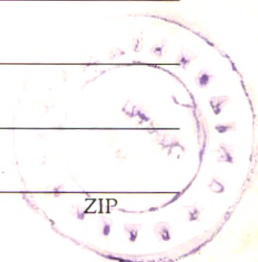
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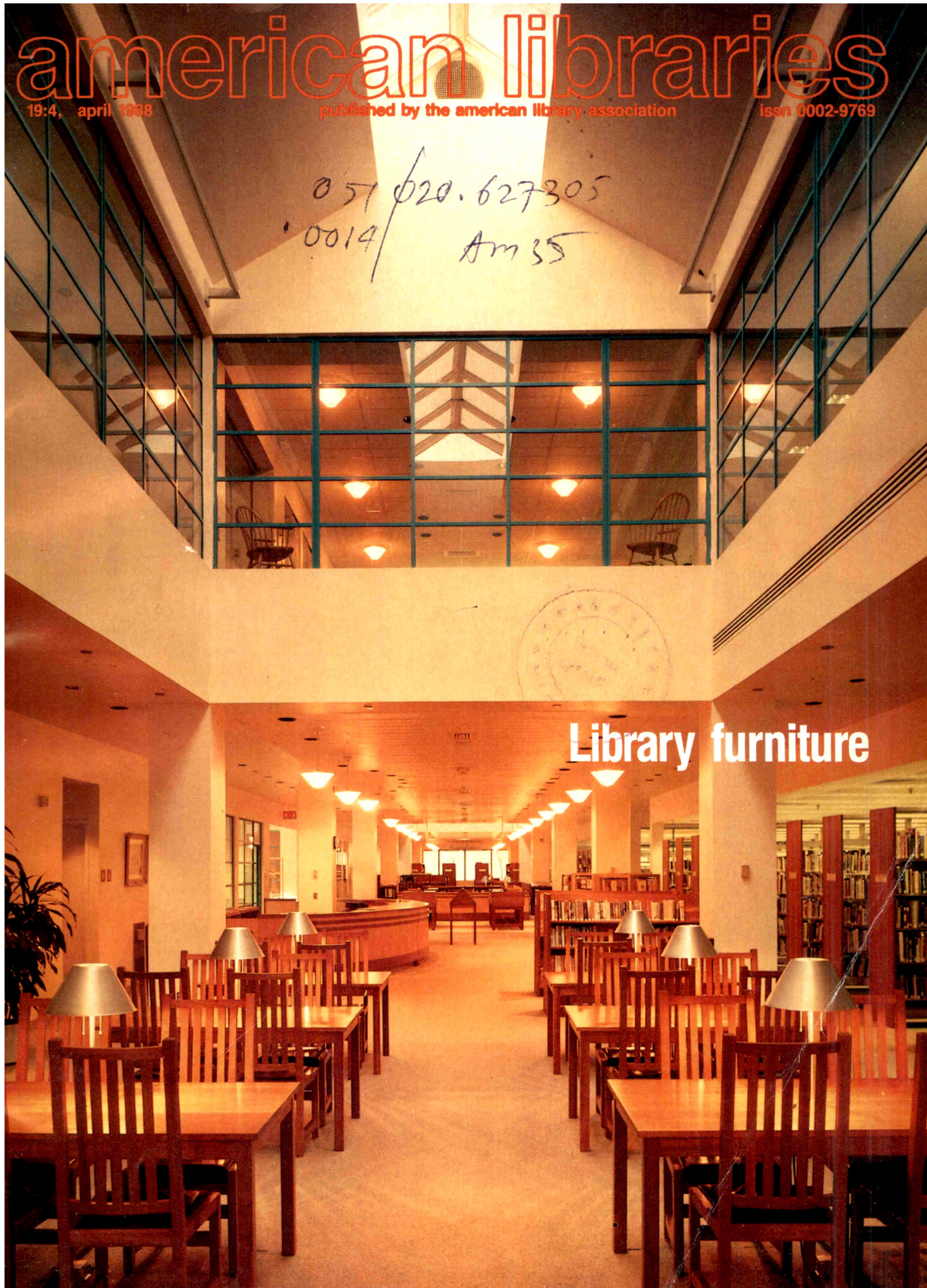
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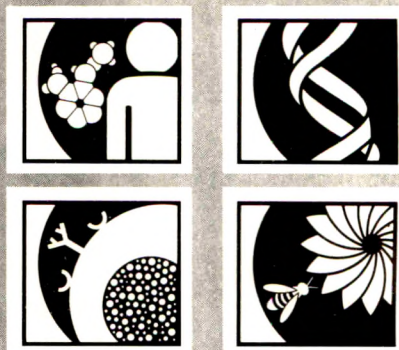
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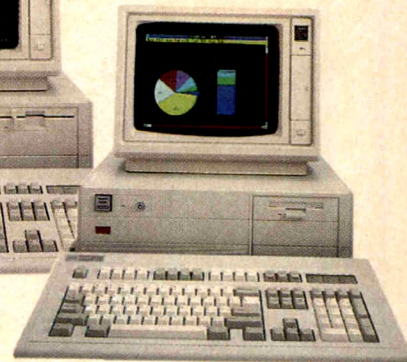


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Cover: The 1985

Atlantic City (N.J.) Public Library features high-backed cherry wood chairs designed by architect Michael Hassig of Gruen/Blumberg Assoc. and made by Thomas Moser, who also crafted the tables. Architect's photo courtesy Paul Nee, director.



Transcript of closed NCLIS meeting details FBI's "Library Awareness Program"

The FBI's controversial "Library Awareness Program" is more widespread than previously known, and the FBI claims that librarians have been recruited by foreign agents, according to a recently obtained transcript of a closed meeting of the National Commission on Libraries and Information Science held Jan. 14.

As reported in the March *AL* (p. 156), the meeting with Thomas E. DuHadway, deputy assistant director of the bureau's intelligence division, was requested by NCLIS to find out more about the program, in which FBI agents asked librarians to report library use by persons "hostile to the U.S."

DuHadway said that the FBI has contacted some 25 libraries in the investigation, and their responses were "very favorable," with the exception of one librarian at Columbia University who refused to cooperate and contacted ALA's Intellectual Freedom Committee. The bureau had previously acknowledged contacting fewer than 20 libraries.

"...[W]e're not trying to make librarians into spies," said DuHadway, "We want them to call something out of the ordinary to our attention." Later in the transcript he explained, "We're not searching for lists of library users...we're looking for the anomaly that takes place in a library that raises the antenna of that professional person who thinks that something is wrong."

DuHadway said that the FBI is concerned with identifying intelligence officers who are using libraries to recruit agents. He cited the case of Gennadi Zakharov, a Soviet national who worked as a scientific officer at the United Nations. In September 1986 Zakharov was arrested after recruiting a Guyanese student at Queens College who subsequently contacted the FBI.

DuHadway said that foreign agents have recruited professional librarians, although he gave no details. "We've had Soviets tell us that they think it's better to recruit two librarians in a science and technological library than it would be to recruit three engineers who could put together a system, because those librarians have access to people, places and things that can front for the Soviet that the engineer can't," said DuHadway. "They think it's extremely important to have sources in libraries and to be in libraries so they can associate with students

and professors that they get a chance to recruit that their normal job would not give them access to."

DuHadway emphasized that "we are not there because we think they shouldn't have legitimate access to unclassified information. If it's unclassified anybody in this country has access to it...We don't have any problem with that."

According to DuHadway, the FBI has routinely contacted librarians since the early 1970s to alert them to intelligence operations in libraries and ask them to notify the agency if they "see something out of the ordinary."

Newman defends program

In opening the meeting, NCLIS Chair Jerald C. Newman said, "I'm supposed to be impartial, but I am inclined on behalf of what the Bureau is doing...We have the responsibility, as Commissioners, of being sure there's freedom of access of information, but I think we have another responsibility in upholding the Constitution of the United States...which is a higher responsibility, and that includes citizens protecting our democracy and our republic." Newman called freedom of access "very important," but added that "to protect the freedom of the United States, I think is more important." He called charges that the FBI program violated First Amendment rights "totally false."

Later in the meeting, Newman said that the "real problem" is ALA's Intellectual Freedom Committee (IFC), claiming "they have not reported all sides or even what it's all about. They have made it look like the FBI is going after every library and they are coercing them into reporting on whoever comes in and borrows books." "[A] very important counterintelligence program...is being made the scapegoat in order to give people publicity that they're doing something worthwhile for the American Library Association," he added.

In October the IFC issued a statement alerting librarians to the program's "unwarranted governmental intrusions upon personal privacy" threatening "the First Amendment right to receive information." The IFC asked librarians who have been approached by federal agents to contact ALA's Office for Intellectual Freedom.

Referring to the unnamed Columbia li-

brarian who refused to cooperate with the FBI (identified by the IFC as Paula Kaufman, director of Columbia's Academic Information Services Group), Newman said: "My daughter is a graduate of Barnard, which is part of Columbia University, and...it just so happens that the person who blew the whistle was the principal Viet Nam, anti-war person on campus. So let's understand it wasn't done in a vacuum, it's just, maybe the FBI didn't do their homework and know who they were asking."

Several brief passages in the transcript were blanked out by the FBI as sensitive or classified. Nearly an entire page of comments by Newman that appeared to deal with ALA was omitted under a regulation allowing agencies to withhold information that would violate personal privacy.

Newman told *AL* that the FBI program was "absolutely not a matter of access," adding that the bureau has said it has no interest in what people are reading. Newman said it was conceivable that individual agents are doing something that they should not be doing," but stressed that "they have no right to ask for records."

NCLIS is "trying to be a broker between ALA and the FBI," said Newman, noting that there was misunderstanding on both sides. He cited NCLIS's role last year in the rescission of a national security directive restricting "sensitive but unclassified" information as an example of how the commission can help the library community and government come to terms.

IFC chair responds

The transcript "reveals that the program is far more widespread than we had supposed it was and gives a clearer picture of the rationale behind it," IFC Chair C. James Schmidt told *AL*.

Schmidt criticized the NCLIS meeting with DuHadway. "It would be more productive for ALA's relations with the National Commission...if the commission's involvement had not occurred, or now that it has occurred, if it would diminish." He characterized Newman's comments as "uninformed," adding that "one could express some unease at a chair of such a commission who displays so little sensitivity to matters of great philosophical concern to the library community."

The 80-page transcript was obtained under the Freedom of Information Act by the Bureau of National Affairs, a Washington, D.C.-based firm that publishes reports in the legal and economic fields. —G.F.

Va. state librarian Yates faces two investigations

Asbestos contamination, decrepit elevators, proliferating mold, and decades of filth as well as fire hazards forced Gov. Gerald L. Baliles to close the Virginia State Library and Archives suddenly on Aug. 18, the Richmond *Times-Dispatch* reported Feb. 20. The building reopened to the public Nov. 9, but since then State Librarian Ella Gaines Yates herself has been attracting attention.

Former director of the Atlanta Public Library, Yates served on the ALA Executive Board and currently chairs the Legislation Committee. In May 1986, Gov. Baliles appointed her to head the library because—his press secretary said recently—she is a strong-willed woman who would provide leadership.

At a Jan. 16 meeting of 47 of the state's 85 public library directors in Lynchburg, however, many librarians aired grievances against Yates. In summarizing their complaints, Patricia M. Paine, deputy director of the Fairfax County Public Library System and president of the Virginia Library Association told the *Times-Dispatch* that "communication from the state librarian to the public library directors has been almost nonexistent."

Prince William County Library Director Richard Murphy told *AL*, "Librarians felt they didn't know what was going on—especially the small library directors, who rely on state consultants." He said they had not been informed about the closing and reopening of the state library and had not been consulted on plans and projects that affect them.

Four former state library staff members joined the fray. They wrote the governor that Yates had failed to communicate with staff and the library community, resulting in a failure of services. In a letter to Paine, they questioned a \$250,000 purchase agreement with Phoenix Films (later reduced to \$61,000), as well as a pending \$400,000 Brodart contract to computerize cataloging systems for libraries across the state.

In an interview Yates told the *Times-Dispatch* she was perplexed by the controversy and had asked a watchdog panel, the Joint Legislative Audit and Review Commission, "to see if anything merits an investigation." Yates said she had deferred to subordinates and experts on the film purchase and had only been peripherally involved in Brodart negotiations. "I'll tell you quite frankly, I have stayed away from dealing with jobbers," she said.

When Yates met with nearly 60 public li-

(Continued on p. 246)



Oregon State University student Karen Garrison leads some 250 demonstrators in a protest against inadequate library facilities (photo by Paul VanDeveler, Corvallis Gazette-Times).

Governor, university heed student protest for library

Oregon Gov. Neil Goldschmidt has responded individually to student letters protesting poor funding for the Oregon State University library, Melvin R. George, director of libraries, reported in March. George told *AL* that now the library has also become "one of the university administration's top priorities" and that the administration has pledged to raise \$9 million of the approximately \$25-30 million needed for building expansion.

Overcrowded, underfunded Kerr Library became a visible campus issue in February, uniting students, faculty, and administrators in a noisy, placard-waving demonstration. Among some 250 demonstrators were George, OSU President John Byrne, and Carroll DeKock, Chemistry Department chair. "It was nice to see students, faculty, and administrators on the same side," said DeKock. George con-

firmed student perceptions about the libraries' shortcomings, citing a building with a capacity of 750,000 volumes that currently houses 1.1 million volumes. About a thousand seats have been sacrificed for additional shelving. "An additional 200,000 volumes are being stored eight miles from campus, and staffing only allows twice-weekly courier service to retrieve requested materials," he said.

Along with the hope generated by student support of the library and the university's commitment came some droll suggestions—courtesy of chemist DeKock. Speaking at the demonstration, he recommended that until relief arrives the library buy only "small books." He also called on the admissions office to recruit students who like to study on weekend mornings—the only time the library isn't crowded.

—T.G.

brary directors at the Henrico Public Library Dumbarton Branch Feb. 13, the press described the session as more of an urbane colloquium than a confrontation. Yates said she had not been permitted to publicize the library closing and had been filling vacant positions. She urged two-way communication.

Director of the Eastern Shore Library W. Robert Keeney, as quoted in the *Times-Dispatch*, said he found "incredible and insulting" any suggestion the resentment against Yates stemmed from the fact she is the first black and the first woman to hold the state library post. Yates received polite applause at the end of the meeting.

A few days later, the press reported that the state police were investigating the library procurement contracts for criminal violations at the suggestion of the legislative commission. The Virginia Library Board discussed the situation with Yates Feb. 29 and set up its own investigating committee to look into the allegations. One board member suggested the controversy and publicity were an excuse, rather than a reason, for legislators to slash about \$1.5 million of the \$2 million the governor proposed to spend on plans for a replacement library. Gov. Baliles expressed confidence that Yates would correct any problems that might exist, his press secretary reported.

Yates sent this message to *AL* March 8: "I find this a most unfortunate scenario for the Commonwealth of Virginia. I have not been made aware of the alleged charges that have precipitated the investigations. All contractual matters have followed state guidelines and regulations. There have been no illegalities, thus all of this comes as quite a surprise, with no forewarning. It does point, however, to a well orchestrated internal and external 'witch hunt.' My comments will be forthcoming when the investigations are over." —L.R.P.

Preliminary stats prove libraries shortchanging YAs

Young adult service advocates may find ammunition for their budget battles this summer, when the U.S. Department of Education releases the first national survey of public library services to YAs and their use.

The final report, which officials hope to release in time for ALA Annual Conference, will be based on responses from 98 percent of 846 public libraries contacted last fall. The Westat research firm is administering the \$85,000 study.

Figures reveal that although 12-18-year-olds comprise only 10 percent of the U.S. population, they make up 25 percent of public library patrons. They come to the li-

brary most frequently during the traditional after-school hours of 3-6 p.m., and most frequently patronize libraries staffed by YA librarians.

Some 84 percent of the responding libraries have young adult collections; yet the surveyed libraries devote an average of only 16 percent of their budgets to YA collections, and only 11 percent employ a young adult specialist.

"Haves" vs. "have-nots"

Early findings indicate that about 42 percent of libraries hiring YA specialists require them to continue training in their specialty. Almost two-thirds of these libraries also have access to a YA consultant or coordinator.

Of the libraries operating without a trained YA specialist, only 16 percent require those who fill the service gap—most often generalists—to take in-service training. Almost half these libraries are never visited by a YA consultant or coordinator.

To help non-YA specialists work more effectively with young people, ALA's Young Adult Services Division is developing a series of regional workshops, according to YASD Executive Director Evelyn Shaevel.

Making teens welcome

AL discussed the preliminary statistics with Mary K. Chelton, survey consultant

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and library programs coordinator, adult services, for Montgomery County (Md.) Department of Public Libraries. She made several recommendations based on trends evident in the early DOE figures.

- Revise library school curriculums to require YA service training for anyone choosing a public library career. Citing the large number of generalists now documented as "doing YA work by default," Chelton warns that library leaders need to "rethink YA services." She is especially concerned that reference librarians be taught to consider YA needs when selecting materials, since DOE figures point to significant YA use of adult reference tools.

- Convince state agencies to seek more LSCA funds for getting YA consultants into needy libraries.

- Diversify YA collections. Though most respondents describe their YA collections as predominantly hardback fiction, Chelton noted that savvy YA specialists buy more paperbacks than average. "It's no accident that publishers issue YA reprints in paperback. They know how to reach kids." She also favors expanding nonbook holdings to attract the MTV generation.

- Communicate more with teens and their teachers. DOE researchers noted that many librarians who perceived teen disinterest as a major barrier to increasing YA library use also admitted to a lack of services or staff encouragement for YAs.

Chelton wants librarians to keep reaching out. She suggests that, because teens are a "mercurial and trendy age group," they should be asked to help librarians plan YA programs. She also calls on libraries to coordinate programs more frequently with schools; respondents now average two meetings per year, and only work with half the schools in their service areas.

At AL press time DOE's Library Programs Office was proposing a comparable study of children's services in public libraries. —B.G.

Reagan surprise proposal: \$76 million for libraries

President Reagan has submitted a budget proposing \$76 million to improve library services in FY 1989—the first Reagan budget to support new federal library programs.

The administration seeks "to increase the impact libraries have on education and lifelong learning and make long-overdue improvements in the current patterns of federal support," Library Programs Director Anne J. Mathews announced at a De-

partment of Education briefing Feb. 19.

Like previous Reagan budgets, the \$1.1 trillion '89 proposal ignores the existing Library Services and Construction Act (LSCA) and Higher Education Act (HEA) library programs funded by Congress at \$135 million in FY 1988. Instead, Mathews explained, the administration plans to introduce legislation allocating \$45 million to the states "to provide new or expanded library services to disadvantaged or handicapped individuals," \$30 million for resource sharing, and \$1 million for research and assessment.

Whatever ideas the Education Department's library proposal might have for the future, the Feb. 24 *ALA Washington Newsletter* advises, the details are not likely to be available soon enough to affect Congressional budget appropriation processes this year. Committees will have to act on the basis of current laws, and Congressional leaders expect quick action because spending totals were set in the budget reduction agreement last fall and legislators are eager to return home to campaign for the November elections.

The House budget resolution was tenta-

Children send books to African school library

More than a thousand books from the U.S. have arrived at a needy African elementary school in the island nation of Mauritius, off the coast of Africa. Students at Pioneer Elementary School, Olympia, Wash., collected the 200 pounds of books for their overseas counterparts.

A happy series of events was sparked by librarian Elspeth Pope, working with the Mauritius Ministry of Education in Port Louis as one of the first U.S. participants in the Library/Book Fellows Program (*AL*, Sept., p. 705). ALA and the U.S. Information Agency sponsor the fellows.

Pope had written a letter to her husband (Jim Holly) in Olympia, bemoaning the shortage of materials at the island's Louis Nellan school. She wrote that many library books had lost all their pages; one pupil had to copy a book word-for-word because she lacked qualifications to check it out.

Pope said she wished there could be "a sister library" somewhere.

Holly told this story to his neighbor, Susan Yarger, a second-grade teacher at Pioneer Elementary School. Yarger saw the troubled library's connection to her own school, which had adopted Africa as a subject focus for this year.

"I thought it would be fun for us to be that 'sister library,' Yarger said, "so I introduced the idea to the students. We located Mauritius on the map—it's east of Madagascar—and soon almost all of our 350 students had brought in a book to our library to send to the Nellan school."

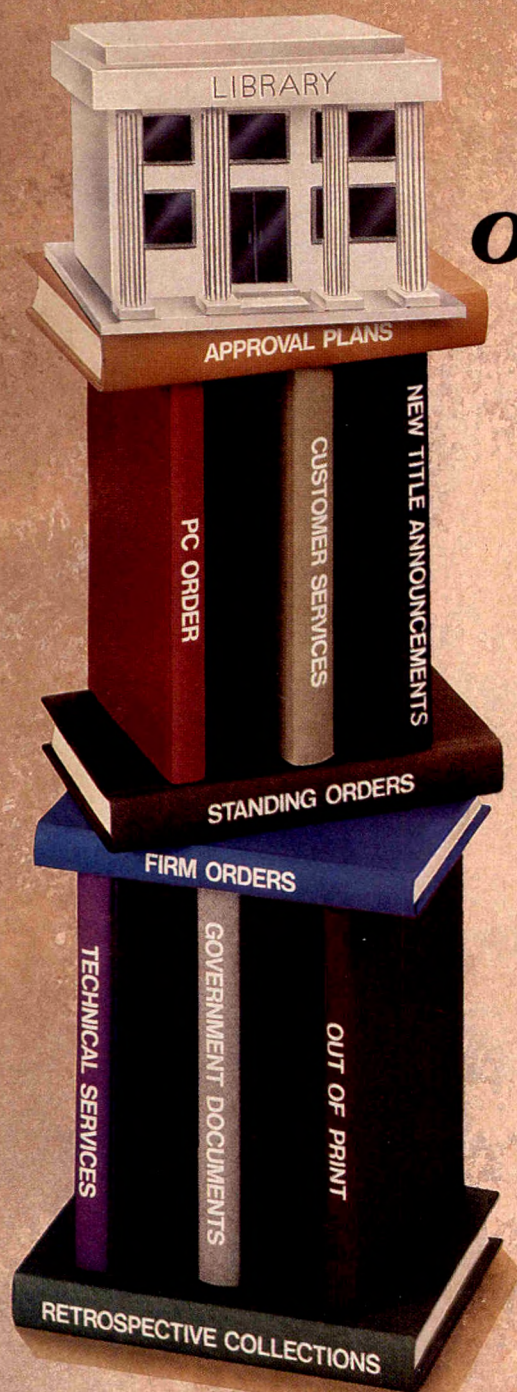
"The children brought in the books with lots of love—you could tell—and were overjoyed when they sent them off Feb. 10," Yarger said.

Elspeth Pope probably was one of the first to know when they arrived.



Children and teacher Susan Yarger with books collected for an African school.

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tively scheduled for floor action March 21. The House Appropriations Committee expects to have a Labor-Health and Human Services-Education appropriations bill out of committee by May 15.

The ALA Washington Office urges library advocates to contact their legislators to urge restoration of cuts made to LSCA and HEA in FY 1988 and the continuation of all federal library programs. The Washington Office needs updated statistics and anecdotes on what might happen in your area if LSCA or HEA were eliminated.

Public libraries find ways to serve urban homeless

The Milwaukee (Wis.) Public Library has launched an LSCA-funded project providing special services to the city's approximately 5,000 homeless people. The program, announced Mar. 2, includes peer tutoring and a browsing library at a daytime center for the homeless near the main library.

Fine Arts Librarian Ruth Ruege, who chairs the library's Homeless Committee, describes the fledgling program as "part of our outreach—the library is concerned

about literacy and about providing library service as needed." Ruege told *AL* the project grew out of the library's sensitivity workshops dealing with problem patrons, and its neighborhood literacy programs. The committee explored ideas with representatives of the Drop In Center, a daytime shelter operated by Guest House of Milwaukee, a coalition of church and community groups.

In February 1987 Ruege submitted a \$25,000 LSCA VI grant proposal that was awarded \$23,378 in October. From a pool of 50 applicants, Ruege and a Drop In Center rep selected adult education specialist Eva Mack as project coordinator, funded as a half-time library assistant position.

A needs study proved to Mack that the grade level of Drop In Center users is higher than that of literacy program patrons—many homeless are former job holders, victims of economic cutbacks and the shortage in low cost housing. Mack decided to train them to tutor their peers in math and reading as needed instead of setting up regular classes.

The library is training 10 volunteers to handle check-outs in the center's browsing library, which will eventually include some thousand books. Mack also keeps a current file of information on free or low-cost cultural programs as well as job and resume aids.

Ruege says library staff members are co-operating with the project; many brought wrapped packages for Drop In Center users to the library Christmas party. "We're finally doing something about the homeless," she said.

Several Midwestern social agencies contacted Ruege after learning of the Milwaukee project from the U.S. Department of Education. She will describe it at the Public Library Association (PLA) Third National Conference program, "Service to

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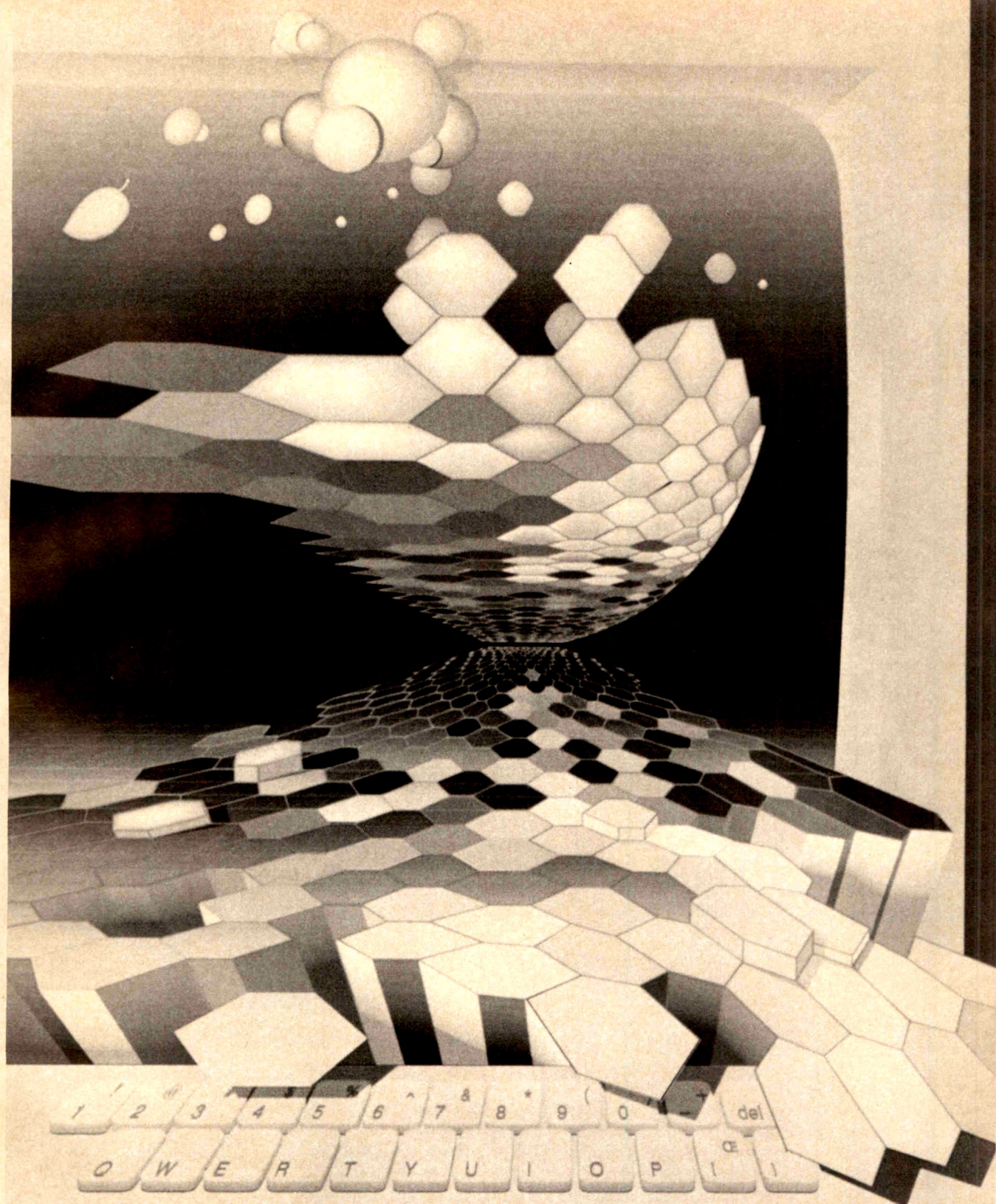
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Tony Lee (l.) studies GED workbook with tutor Eugene Nichols in Milwaukee PL peer-tutoring project at the Drop In Center for the homeless.

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SIGHTINGS: Librarians as we find them

PATRONS OF WEST LIBERTY (W. VA.) State College Library who meet Jeanne Schramm, assistant librarian for reference, may sense they are in the presence of a woman of character. To be exact, Schramm has seven characters, which she presents in a series of one-woman shows.

Schramm launched her library career at WLSC in 1972 and her theatrical sideline in 1979. At that time, when a one-dollar coin depicting Susan B. Anthony was about to be issued, Schramm researched the feminist's life to answer reference queries. Then, determined to share her newfound enthusiasm for the crusader, she asked her pastor whether he would welcome a Sunday morning "visit" from Anthony, a fellow Unitarian.

Since that first acclaimed performance, Schramm has made some 200 public appearances and added six other 19th-century favorites to her repertoire: Jane Addams, Clara Barton, Dorothea Dix, Julia Ward Howe, Mother Jones, and Harriet Beecher Stowe. The activists appear as "guest speakers" throughout the region to

defend their causes in their own words, all meticulously researched by Schramm.

Untrained theatrically, Schramm describes her unaffected acting style as "pretending not to know what I am going to say next." Impressed with her work, the American Red Cross chose her to portray Barton on videotape for its 1981 centennial.

She also brings her dramatic flair to work at WLSC. In 1975, to promote reference services, Schramm perpetrated the "Great Computer Hoax" by convincing unsuspecting patrons that they could get their reference queries answered within 24 hours by the library's nonexistent new computer, HOLAD (Heads of Librarians at Desk). Reference traffic soared.

One of Schramm's few critics is her own daughter. About to address a junior high school social studies class as Jones, Schramm obliged her embarrassed oldest child by hiding in the school rest room in full costume until the younger Schramm's friends were out of view.

That's showbiz.

—B.G.



OFFSTAGE, Jeanne Schramm no longer kids patrons about computerized reference service. At right, she portrays the 19th-century leader she identifies with most, Julia Ward Howe.



the Homeless," April 29, 11:30 a.m.–12:30 p.m., in Pittsburgh.

Reaching out

Also contributing to the PLA program will be Susan Poorman of the New York Public Library, a December graduate of UCLA library school. Last fall Poorman surveyed libraries in the 100 largest U.S. cities for a paper, "Off the Streets: Public Libraries and the Homeless." Thirty-six percent of the respondents reported more than a thousand homeless in their cities; one respondent estimated that more than 500 homeless people frequent the library every week.

Poorman found that many library staff members are working as volunteers with

social service agencies and churches and would like to have more administrative support and training in how to aid the homeless. The most significant individual contribution, she told *AL*, was made by Pat Woodrum, director of the Tulsa City-County Library. Concerned by the increasing number of homeless people spending their days in the downtown Central Library, Woodrum rallied community leaders to organize and set up a day shelter that opened last year. Within the shelter, the Tulsa PL maintains a depository collection of books and magazines. The nearby Central Library offers special help to job-seekers.

The Special Services and Manhattan Branch offices of the New York Public Li-

brary operate five projects for the homeless in several welfare hotels, motels, and daytime shelters: picture-book hours for children, depository collections for young people and adults, educational and cultural programs, parenting workshops, and training for civil volunteer corps members who read to children. The Queens PL is using grant money to fund parenting, literacy, and read-aloud workshops and surveying social agencies to learn what the library can provide.

Multnomah County PL in Portland, Oreg., recently received an LSCA grant to create a reading room in an inner city homeless center. The San Diego Public operates a special information section with up-to-date data on social service agencies that aid the homeless in its Central Library.

At the Memphis/Shelby County (Tenn.) Public Library and Information Center, Special Services Coordinator Jean Hofacket launched a new project March 1. Working with the Metropolitan Interfaith Association, the library is placing packs of reading material and library information in homes temporarily housing homeless people. "Many of the homeless in Memphis are families and literate people who have been caught without jobs," Hofacket said. "We plan to provide information that will be entertaining and useful, that family members can take with them or leave at the temporary home for the next family."

—L.R.P.

PLs threaten video shops, says Chicago think tank

Public libraries threaten video sales and should stop circulating entertainment tapes, says a report by the Heartland Institute of Chicago. Scheduled for a Mar. 31 release, *The Private Video Library: A Bright Beginning, An Uncertain Future* (28 p.) was written by Wright State University philosophy professor William Irvine.

Irvine writes that video lending by public libraries wastes tax dollars and takes

National Library Day April 19

April 19, the 14th annual Legislative Day sponsored by the American Library Association, the District of Columbia Library Association, and the Special Libraries Association, may coincide with House action on the federal budget (see story). To participate, contact your state library association president (The date was erroneously given as April 17 in *AL*, Feb., p. 142).

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business away from private video shops. The cost of PL videos is shouldered by all taxpayers to benefit the few, he maintains.

Some states have already passed legislation to prevent public libraries from lending entertainment videos. This is not censorship, he argues, "it is quite appropriate for those who fund public libraries to restrict the uses of these funds."

Sager charges "censorship"

AL asked Milwaukee Public Library Director Donald J. Sager to respond to the Irvine report. (At the Milwaukee PL, the popular video collection pays for itself with a \$1 checkout fee.)

The Irvine report is biased, Sager says, "without a modicum of research to support its conclusions. It merits attention only because of its clear intent to restrict the public's access to video for the financial benefit of the video store industry. It is censorship without even a moral justification."

Sager continued: "The author recommends state legislation to 'outlaw' public library circulation of video. Curiously, he views with mixed emotion legislation that would prevent libraries from charging fees for video, since he considered this a potential threat to the video store industry. While this report has absolutely no value as research, it may cause some libraries to face a new round of censorship battles from the video store industry."

The Private Video Library is \$4.50 from the Heartland Institute, 59 E. Van Buren, Suite 810, Chicago, IL 60605.

90-percent discount

MacArthur Foundation offers 20 PBS classics at \$6,000

Marlene F. McGonigle, public library director of Kinnelon, N.J. (pop. 8,000 with 5,688 registered library patrons) described herself as "walking on air" last month. Early in April her small library, like the giant New York Public and hundreds of other libraries across the country, will acquire cassettes of Alistair Cooke's 13-part *America* series and 19 other public television classic series. For the Kinnelon PL, the tapes will be free, thanks to the John D. and Catherine T. MacArthur Foundation of Chicago and local library patron Edward Weisselberg of the Wyssmont Company, Inc., N.J.

Librarian McGonigle had read of the foundation's \$4.5 million Library Video Classics Project, which offers twenty 1/2-inch VHS tapes at \$6,000 or 10 at \$3,000—

a discount of 90 percent over the usual price. But still, she knew her library could afford neither. On March 4, however, Weisselberg walked into the library with that day's *New York Times* story detailing the MacArthur project and offered to contribute \$6,000 for the tapes. McGonigle considers the series a "wonderful addition" to the PL collection and plans to circulate the films for home viewing and offer group showings in the library meeting room—except for *Jewel in the Crown*, which can only be loaned to individuals.

The idea of making the cut-rate classics available to library patrons originated several years ago with Chloe Aaron, former Public Broadcasting Service vice president, who now directs cultural programming at San Francisco's KQED. "I found it outrageous the libraries could and did buy feature films for \$30 apiece but had to spend 10 times that much for educational programs," she told the *Times*. If someone purchases a thousand sets of each series, she learned, the price drops to one-tenth of retail.

Aaron's Library Video Classics Project proposal and her 1986 report, *Educational Television and the American Library: Fulfilling the American Promise*, won \$4.5 million from the MacArthur Foundation. Aaron selected the 20 tapes from 18 years of prime-time PBS programs, and tested her selections. San Francisco PL Audiovisual Librarian Roberto Esteves told AL he was consulted on the project. His library owns *America* and two other PBS tapes and keeps a list of the titles patrons request

most frequently. Esteves reviewed the reading lists compiled to accompany the tapes. A 28-page guide describing all 20 programs will also be distributed to borrowers.

According to MacArthur Vice Chair William T. Kirby, the foundation expects to add more titles. "Our aim is to get these tapes and future classics to the 49 million users of VCRs in the country," he told the *Times*.

To recognize the gift of Kinnelon patron Weisselberg and others, a free donor sticker has been designed to fit inside each cassette. Films, Inc. of Wilmette, Ill., is distributing the tapes. For information on the Library Video Classic Project, call 800-346-5383. —L.R.P.

ALA celebrates FOI Day

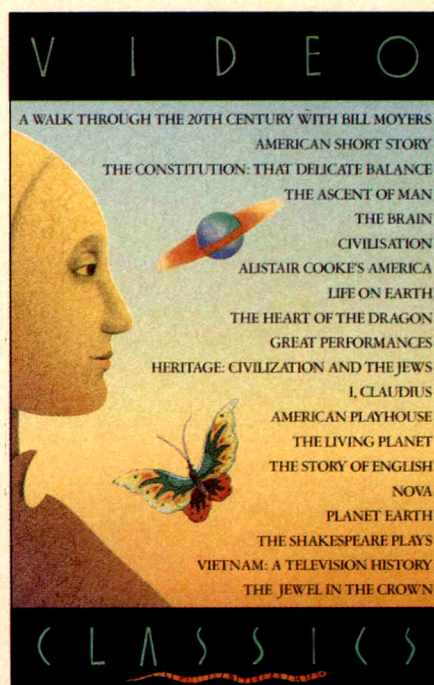
Sen. Patrick J. Leahy (D-Vt.) National Security Archive director Scott Armstrong, and Harvard policy analyst Muriel Morissey Spence spoke at the American Library Association celebration of Freedom of Information Day March 16 in the Senate Russell Office Building. Media representatives received a "starter kit" on government information including data developed by the 43-member Coalition on Government Information and the newly compiled, indexed *Less Access to Less Information by and about the U.S. Government: A 1981-87 Chronology* (\$7 from the ALA Order Dept.).

Shasta County tax defeat dooms library services

In a ballot that may reverberate throughout the state, residents of Shasta County in northern California voted a resounding "no" to a sales tax increase that would have reopened their libraries. Echoing the taxpayer revolt launched in 1978 with Proposition 13, the March 1 poll sent a warning to Californians who hope to pass tax increases in eight other financially strapped rural counties this year.

Shasta County Library Director John R. McCracken assured AL that the citizens didn't vote against the library. In rejecting the tax increase, he explained, the voters signaled a lack of confidence in the county supervisors.

Last fall, when the county ran out of funds, McCracken and Deputy Director David Biek dismissed the 53 staff members and boarded up the main library in Redding as well as its nine branches (AL, Nov., p. 817). In December the county supervisors transferred emergency reserves of \$220,000 to the library fund, and the Redding library and three branches were re-



Titles in the MacArthur selection.

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opened as public lending facilities. Open 15 hours a week with a limited staff, the facilities provided reading rooms and check-outs with no other services. Circulation figures rose as users lined up to check out materials they found without help.

In February, the supervisors agreed to give the library top priority in funding if the tax measure passed. But when more than half the eligible voters turned out on election day, 62 percent voted no. In neigh-

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QUICK BIBS: New and re

BASEBALL

THE TITLES IN THIS FOURTH ANNUAL Quick-Bibs baseball column look good for Giant fans, both on the field and in the library. Even if dreams of a first National League pennant since 1962 don't become reality, fans will be able to find solace in three new books—a history of the team's years in New York, a biography of manager John McGraw, and an autobiography of the greatest Giant of them all, Willie Mays.

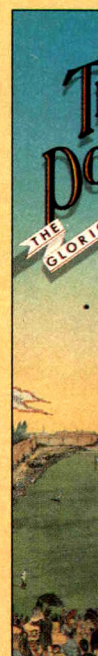
Although the Giants may have the best of the new season's literary offerings, their devotees won't be the only ones reading between innings, as this list of new baseball books suggests. Roger Angell, the Willie Mays of baseball writers, returns to the plate this year, and that in itself assures a good season. An excellent selection of baseball fiction waits in the on-deck circle, proving that when Philip Roth says "baseball was the literature of my boyhood," he speaks for an ever-growing group of American writers.

Alexander, Charles C. *John McGraw*. 1988. Viking, \$18.95 (0-670-80730-3).

Alexander, the author of *Ty Cobb*, offers another impeccably researched baseball biography—this time of John McGraw, the man many consider to be the best manager of all time. In addition to cataloging McGraw's triumphs with the Giants from 1902 through 1934, this lively study also re-creates the special flavor of one of baseball's most exciting eras.

Angell, Roger. *Season Ticket: A Baseball Companion*. 1988. Houghton, \$18.95 (0-395-38165-7).

Fans of baseball literature set their clocks on a five-year schedule, the better to time the appearance of Roger Angell's collections of *New Yorker* columns. The highlight of his latest compilation is the author's melancholy review of the 1986 World Series. Watching Angell's allegiances jump back and forth between the Red Sox and the Mets, finally settling on the poor, jinxed Sox, who dashed his hopes once more, is to relive what being a fan is all about.



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Berger on division membership

I WRITE TO CORRECT A MISSTATEMENT of fact in Joan Atkinson's report on the ALA candidates forum sponsored by the three youth divisions (Feb., p. 139-140). She quotes me as saying that ALA members who do not belong to divisions "should be conned or shamed into joining the divisions." *This is precisely the opposite of what I did say.*

My position regarding this issue is: I am pleased that ALA's 1987 promotional efforts in offering discounts on youth services division dues to ALA members belonging to two or more youth services divisions resulted in 330 new members for AASL, 101 for ALSC, and 106 for YASD. While 35 percent of ALA's members choose not to join any division, 27 percent choose to belong to two or more divisions. Further, a portion of *all* members' dues is used to fund 38 basic services to all ALA units, and nine of these are conference services. Nonmembers who attend division programs *cannot be forced* to join a division; however, they could and in my opinion should be considered potential candidates for new-member recruitment.

PATRICIA W. BERGER, ALA member,
candidate for ALA president-elect,
Alexandria, Va.

Joan Atkinson replies:

Although I did not have a tape recorder, I stand by my notes. The beauty of a free press is that anyone who feels the need to correct, modify, amplify, or interpret a view is provided the opportunity.

Real-world state of librarianship

I JUST WANTED TO WRITE TO SAY how amused many of us were by George Bobinski's overview of the state of librarianship in the latter part of the '80s (Jan., p. 65-66). Those of us in the field who have been trying to deal with miniscule budgets, hiring difficulties, faculty who view us as "go-fers," students who don't know who fought in the War Between the States, rising censorship threats, crumbling buildings, faulty equipment, unknowledgeable salespersons, and pay increases which in a good year might amount to 2 percent always get a chuckle or two when someone in library academia tries to gloss

over the real world for those just entering the job market.

Librarians can make big money? With luck, statistically one-fourth of 1 percent will make more than \$75,000 in current dollars; the majority of us in academic libraries who started at \$18,000 (if you were lucky) within the last few years will be lucky to see \$30,000 after a decade of experience and a number of job changes. And when was the last time a librarian was named Librarian of Congress?

And yes, book and periodical output is heavy, but budgets are not rising to meet the demand. My periodical costs rose 7-8 percent over the past year; will the library receive funds to match this rise? Would most libraries? What does one do when a core journal jumps in price by 400 percent in one shot? How many libraries are considering dropping paper copies of *Chemical Abstracts* because of lack of funds? How many libraries "just say no" to library-oriented publications because of their outrageous costs?

Perhaps if Dean Bobinski were to take the next few years away from his regular duties and work the reference desk at SUNY/ Buffalo, he might find out what the library world really looks like.

ANTHONY J. ADAM, ALA member,
University of Wisconsin-River Falls library

"Positive" data is cause for alarm

THE CONGRATULATORY ARTICLE by George Bobinski (Jan., p. 65-66) seems to me much more laudatory than objective. The data presented may be cause for celebration when viewed in separate clusters, as Bobinski presents them, but viewed together there may be as much cause for alarm.

The table below is constructed from data Bobinski reports, except for the column "In-

crease in U.S. Population," which is derived from data in *The World Almanac 1988*.

Bobinski's numbers do not all come from the same source nor are they reported for the same years, so comparisons across categories are not always direct. Nonetheless, the following points can be made:

1. As Bobinski says, the population of librarians 1950-1980 is growing much faster than the population generally. But librarians' numbers are also growing much faster than library use. The rate of growth in use has slowed markedly since the 1950s.

2. The number of libraries is growing at a faster rate than the number of librarians, meaning there must be fewer librarians per library. One could argue that automation or other change in professional practice has compensated and that fewer librarians can serve more people, but there is no data on that. It is more likely that librarians are running smaller libraries with less-specialized staff, as librarians each fill several functions within the library.

3. Library use, as measured by the University of Illinois Public Library Circulation Index, is rising, but much less rapidly than the rise in the number of libraries and librarians. Not only do more libraries and librarians support less library use, as measured this way, but the index is rising much less rapidly than both the national book output and, more alarming, less rapidly than the increase in library expenditures—by a factor of three! The number of book sale outlets is also rising three times as fast as the index.

These data are not cause for rejoicing but for serious concern about the efficiency of libraries. By Bobinski's numbers, libraries appear to be losing ground and spending more money in the process.

KEITH SWIGGER, ALA member,
Texas Woman's University library school,
Denton

	1950-60	1960-70	1970-80	1980-86	1950-80	1947-87
Increase in # librarians	63%	46%	50%	—	360%	—
Increase in U.S. pop.	18.5%	13%	11%	6%	150%	—
Increase in # libraries	—	—	—	—	—	403%
Increase in Public Lib. Circ. Index	58%	25%	12%	11%	247%	—
Increase in book output	36%	40%	21%	16%	397%	462%
Increase in library budgets	—	—	—	33%	—	—
Increase in book sale outlets	—	—	—	34%	—	—

Misimpression on possession

IN THE STORY CONCERNING COR-
etta Scott King's suit to force Boston Univer-
sity to give the papers of her husband to the
King Center (Jan., p. 4), you quote Melvin B.
Miller, an attorney who is a Boston Univer-
sity trustee, as saying that "libraries don't
even need verification from the donors—
'possession is nine-tenths of the title.'" I sug-
gest this is poor advice.

The University of Virginia Library recently
settled out of court a claim of ownership to a
manuscript that had been in our possession
since 1959, and whose author, a prominent
literary figure, knew during his lifetime that
the manuscript was here. His will treated this
manuscript as others that were on loan to us
at the time. Other libraries have faced claims
and suits over ownership of materials in their
collections.

It is extremely important for libraries that
collect personal papers and manuscripts to
obtain formal documentation of such gifts.
Your story reports that Boston University has
a letter from Rev. King donating the papers
he placed on loan there. Today, a formal deed
of gift should be used for all such transfers of
title, and the property included in the gift
should be described in detail in an adden-
dum. A deed of gift provides inexpensive
protection for a library, and most should be
able to find an attorney who will prepare and

donate a stock form to be used to document
gifts of papers and manuscripts, and of sub-
stantial collections of books.

EDMUND BERKELEY, JR.,
University of Virginia library,
Charlottesville

Cat-egorical defense of felines

TO LESLIE R. MORRIS' "DOG-MATIC
view on library cats" (Feb., p. 101), I say nuts.
If Morris knew the histories of dogs and cats
and how we've used them in our society he'd
not be so ready to cutely show a pit bull eat-
ing a cat(alog).

We domesticated cats, or they domesti-
cated us, due to need. With food storage
came an abundance of vegetable- and seed-
consuming pests that gave the cat a localized
hunting ground. This was beneficial for our
ancestors and is still beneficial in many parts
of the country and the world. The cat is also
a solitary hunter and we've deprived him, in
our culture, of his need to hunt. Conse-
quently when he does catch a small animal he
worries it because it's such a treat. The animal
caught, I tell myself, is in shock and unfeel-
ing. My understanding this is not condoning
it: I have bells on my cats when they go out-
side.

Dogs hunt in packs, and if Morris has ever
seen a pack of dogs go after an animal or an-

other dog he might not be so impressed by
boldness and forthrightness.

When I expressed my frustration with the
article to my cats, Ollie Katzundjammer and
Nemozene, they looked at me with disdain.
Nemo said, "Hey, kiddo, we have enemies
that we've earned. Morris is small potatoes!
Relax. And by the way, when you hunt, how
do you manage to get your prey all wrapped
up in those little cans?"

Cats are not wimps!

BILL J. DUCKWORTH
Louisville, Ky.

ID checks out with library card

HERE'S AN INCIDENT WHICH
casts a new light on the image of libraries and
library users. It should be of interest to all li-
brarians, because it just may cause a rush of
applications for library cards.

A few days ago while shopping at a major
department store chain I (a librarian, myself)
was told that my check guarantee card was
not acceptable as proof of identification
along with my driver's license. "Did I have a
library card with me?" the clerk asked. I did,
but it wasn't the local city library card. That
didn't matter. She wrote down my card num-
ber and I left the store with my purchase and
a new respect for my library card.

JAYANTI G. ADDLEMAN,
Monterey, Calif.

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Computerizing documents shelflists; processing audiocassettes

Q. Who has a program to computerize a government documents shelflist? We have an Apple IIE and access to an IBM PC. *John H. Wilde, Librarian, McCain Library, Erskine College, Due West, SC 29639.*

A. From the Government Documents Round Table Government Information Technology Committee, here are the names of three librarians using automated item selection or check-in systems for government documents: Christine Kiser, Government Documents Dept., George Mason University Libraries, 4400 University Dr., Fairfax, VA 22030 (copies of the library's Gov Dux software available for sale); Margaret Mooney, Government Publications Dept., Rivera Library, University of California, POB 5900, Riverside, CA 92517 (automated item selection using dBASE III Plus with IBM PC, sample of database available on request); and Barbara Christmen, Black Hills State College, Spear Fish, SD 57783 (automated shelflist using PC File software). *Ann Bergent, Washington State Library, AJ-11, Olympia, WA 98504-0111.*

Q. What library uses a software program to schedule 15+ individuals staffing a busy reference desk? *Ann de Klerk, Director of Library Services, Ellen Clarke Bertrand Library, Bucknell University, Lewisburg, PA 17837.*

A. Who uses a software package or spreadsheet to schedule 21 staff members who rotate over four public service desks? *Kay E. Hodson, Assistant Head of Adult Services, Dayton and Montgomery County Public Library, 215 E. Third St., Dayton, OH 45402 (AL, Jan., p. 25).*

A. The Josophine S. Abplanalp Library at Westbrook College has an IBM with a 256K memory. Public domain software has helped us automate 80 percent of the secretary's duties. To schedule our 15 work-study student assistants over the 73+ hours we are open a week, we use As Easy As, a spreadsheet application. *Marilyn Strout, Technical Services, Westbrook College Library, 716 Stevens Ave., Portland, ME 04103.*

A. Charles Anderson's Using Software column in the June 1987 *Wilson Library Bulletin*, p. 55-56, discusses "Desk schedules—the easy way," using Lotus 1-2-3. *Andrew Hansen, Executive Director, Reference and Adult Services Division, ALA.*

Q. How do libraries process sound cassettes to include cataloging information, barcode, 3M Tattletape, and contents notes? How do you store cassettes for public access?

Mari Marsh, Librarian, Technical Services, Alachua County Library District, 222 E. University Ave., Gainesville, FL 32601 (AL, Jan., p. 25).

A. At Nassau Community College Library, audiocassettes are maintained in an open stack collection of audiovisual materials shelved by LC alphanumeric order. The cassettes are repackaged into vinyl albums (produced by DDS Sales, Reliance Plastic, and others) and all identifying information is glued to the albums. Use of photocopied liner notes permits the retention of all data. Tattletape or Kongo-brand strips are affixed to the inside of the album and the LC label is attached to the cassette and album cover, usually on the spine. We expect to attach barcodes from our automation project to the albums as well. Theft of the cassettes has occurred, but not at a significant level. *Arthur L. Friedman, Chair, Nassau Community College Library, Garden City, NY 11530-6793.*

Over to you

1. "Material Availability: A Study of Academic Library Performance," in *College & Research Libraries*, Nov., p. 513-527, reports a fill rate of 54 percent. How does this compare with public library fill rates? (N.J.)
2. Who has collected quotes of famous minority people on how libraries have contributed to their success? (N.J.)
3. What is the most secure and effective way to deaccess library materials? Is it necessary to cross out side stamps? Does defacing a library bookplate make it less desirable to potential purchasers? What should one do upon finding in a bookstore a library book that shows no deaccession signs? (Que.)
4. Do any libraries accept major credit cards to check out materials to temporary residents or Elderhostel students? What techniques do you use? (Mo.)
5. How do nonautomated libraries construct unique patron registration numbers for use in checking out materials? (Iowa)

Please send replies to Action Exchange.

Added A's to Previous Q's

• Responding to the query about public libraries that have fax machines available for public use (AL, Jan., p. 23), I recall three notable uses at the Patterson Library in Westfield, N.Y., (pop. 5,000) in 1976-77. The Welch Foods home office staff transmitted annual report copy to a New Jersey printer, paying for the materials and phone bill plus making a donation to the library. When a local manufacturing company needed an emergency replacement part from an Arkansas machine shop, I found the nearest fax receiver at a truck stop in a directory, telephoned, and transmitted a drawing of the needed part for pickup by the machine shop. Also, a local attorney used the fax to get a copy of a legal paper from Florida. We expect to use an LSCA grant to buy 10 machines for our branches here this spring, to be made available to the public on a cost basis for materials and phone charges. *James M. Wheeler, Director, Volusia County Public Library, City Island, Daytona Beach, FL 32014-4484.*

The *Interlibrary Loan Policies Directory* (Neal-Schuman, 1988) lists 155 library facsimile phone numbers that were compiled from 1,500 major U.S. academic and public libraries. *Leslie R. Morris, Director of Libraries, Niagara University Library, NY 14109.*

ACTION EXCHANGE welcomes your typed questions and answers. Respondents will receive \$10 for each reply published. Q's and A's become American Libraries' property and may be edited. Please include your name, address, and position. Write to Lois Pearson, ACTION EXCHANGE, 50 E. Huron St., Chicago, IL 60611.

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(1) OCLC Catalog of Products and Services, Winter 1988, inside front cover.
(2) OCLC Catalog of Products and Services, Winter 1988, page 2.

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THE CHAIR TABLES THE MOTION

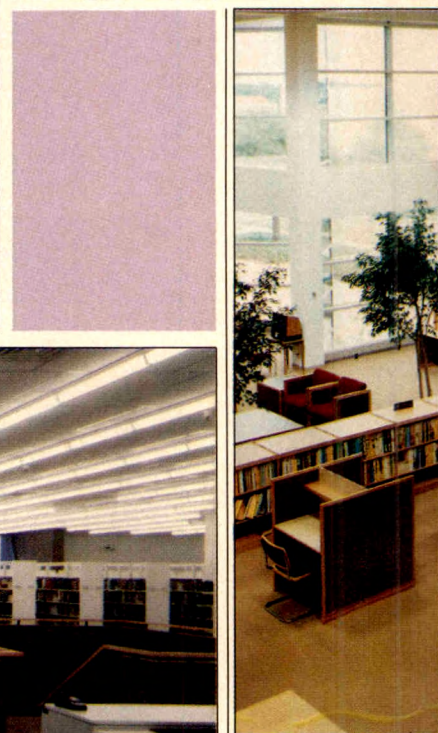
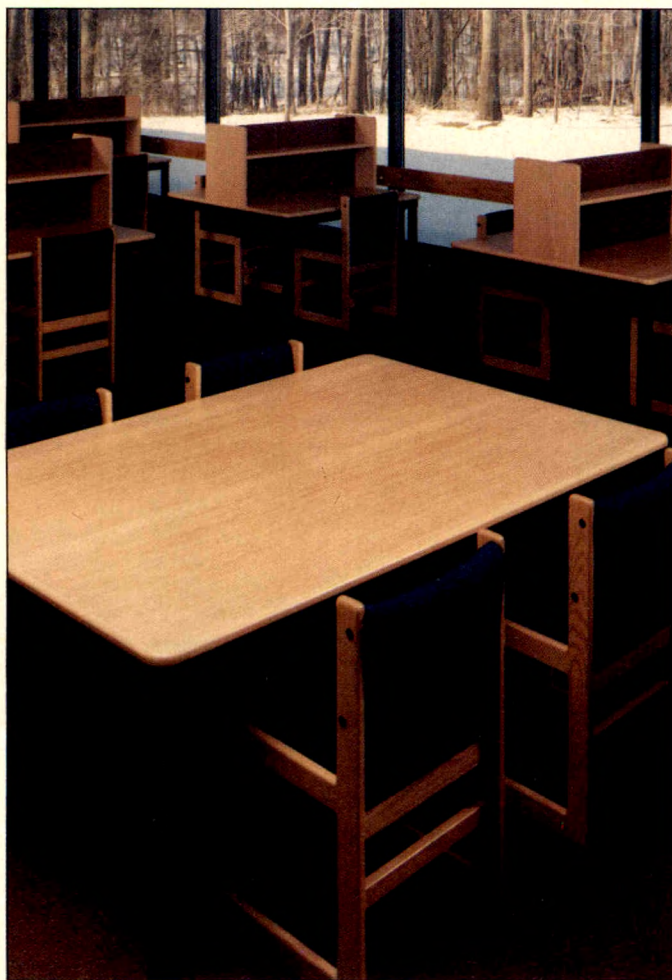
An American Libraries special report on contemporary furniture

LIBRARY FURNITURE IS SOMETHING WE live with daily; it is an integral part of our work experience and public service. In this, the literature's first major report on contemporary interiors, one guest author views furniture as the library's very "personality." The topic has its own lively issues and controversies, several of which are addressed by experts in the articles that follow. The fun of furniture is here, too, along with an eight-page pictorial "Showcase." Our thanks to the many librarians and suppliers who responded to our January call for furniture photos.

—A.P.

Right: Worden furniture in the Southwestern Mich. College Library (Dowagiac). Consultants: Library Design Associates. (See addresses, p. 307.)

Below: Marcel Breuer designed the Clarksburg-Harrison Public Library, W. Va., which uses the Breuer Classic side chair throughout this reading room. Carrels are maple with formica tops. (J. Alexander photo.)



Above: Buckstaff furnishings at Texas Christian University, Ft. Worth.





Jens Risom on designing the new Informa™ Group of library furniture.



"To design enduring furniture, it is always necessary to put preconceptions aside and immerse oneself totally in the world in which the furniture will be placed. That is what made working with Gaylord on the Informa project so rewarding.

"Gaylord's close involvement with the library community enabled me to meet with a wide range of librarians and discover their requirements and concerns first-hand. They needed flexibility to meet their libraries' specific situations, and to allow for future growth. They wanted to be sure the furniture would accommodate all the computer hardware they use, and offer a complete wire management system. They had to be able to work sitting down or standing up, as necessary, and needed easy access to three-ring binders and reference books. Many other points came up as well. For example, some hoped the CRT screen could be placed where both they and their patrons could see it; others asked for help in organizing forms and other paperwork kept at their desks.

"The challenge was to answer all their needs with specific features that could be integrated into aesthetically pleasing forms. For flexibility I chose a modular system of stock component pieces that could stand alone or work with other components. For quality workmanship and materials I counted on Gaylord. The result is the Informa Group."

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KICK THE LEGS . . .

by Lee B. Brawner

Lee B. Brawner brings 20 years' experience on some 60 consulting projects to this assignment. Most recently he has consulted on construction of new library buildings in Texas, California, and Oklahoma. Executive director of the Metropolitan Library System in Oklahoma City, he is also a consultant with HBW Associates, Inc., Library Consultants and Planners.

ABOUT A CENTURY AGO the ubiquitous Melvil Dewey led several libraries in forming their own company to produce the first furnishings or "fittings" based on library specifications. In time Dewey's initiative became Library Bureau.

Today, libraries are confronted with a range of furniture choices from a relatively small industry, with many graduations in quality and cost. Several manufacturers have been in business since the late 1800s, yet it is a constantly undulating industry replete with mergers and the entry of new firms. One of the old-line steel bookstack manufacturers, Aetnastak, for example, was purchased in 1987 by Drummex, Inc., a Canadian firm previously specializing in compact shelving.

The 1987 "Annual Buyer's Guide" issue of *Library Journal*, published in April, lists 81 general library furniture manufacturers and 36 steel shelving manufacturers. It is reassuring to have such a choice, as library needs and budgets vary. Unfortunately, as William S. Pierce, chief of facilities planning for the Pennsylvania State University Libraries and an independent library building consultant, notes, "A relatively small percentage of firms manufacturing library furniture produce absolutely first-class products." All the more reason to have the professional help of an interior designer who knows libraries, who is familiar with the industry, and who can evaluate firms objectively.

Trends in furnishings

Return to earlier solutions

Many new and remodeled libraries are adapting some of the practical features of

. . .but first, consider these random tips & basics on library furniture from a seasoned consumer

the turn-of-the-century libraries, such as reading lamps at tables and carrels (task lighting), which give better quality illumination at lower cost. Task lighting for bookstacks is also making a comeback. In some installations, such as the award-winning Thousand Oaks Library in California, the lighting is incorporated into the overhead support system for the bookstacks. Montel and several other shelving manufacturers now offer built-in stack lighting modules as options.

New technologies, new designs

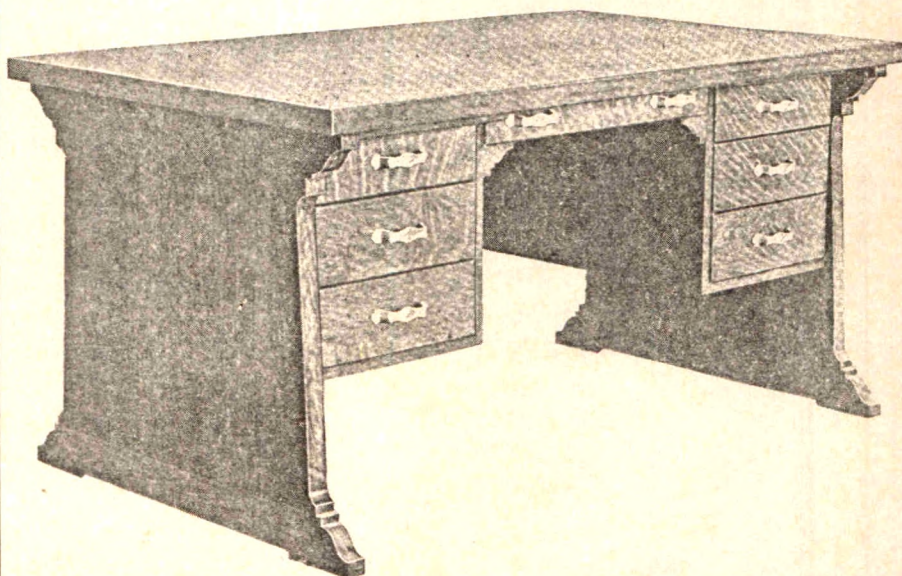
New library technology needs to be "housed," and vendors of pre-manufactured library furnishings are racing to keep pace. In many libraries, computers and other equipment are being awkwardly housed in and on furniture not created for this function. Several manufacturers are responding with new lines of modular components that address these needs. John J. Dellamore, executive vice president of Gaylord Brothers, has reported on the results of a study that fo-

cused on this problem. The Gaylord study team made recommendations for designing more flexible, modular component furnishings that offer some of the options of custom furniture.

Technological changes dictate that tables, carrels, circulation and service desks, and office work furnishings be designed with the flexibility to handle a variety of automation, electronic, and AV equipment. As stated, many manufacturers are responding to this need with lines that feature modular construction and conceal with multiple outlets and circuitry, wiring harnesses, and communications lines. The Metropolitan Library System's (Oklahoma City and County) new Midwest City Library includes customized furniture with these features, as specified by interior designer Jean Dahlgren (see illus. p. 265).

Public libraries go academic

As more public libraries serve more college students via classes in the library and other cooperative ventures, they are buying more furnishings typically found in aca-



Legs you could kick: A librarian's desk, circa 1905, designed by a librarian, and sold by Library Bureau. An ad stated, "It is supplied with equipment essential in a librarian's work."

The chair tables the motion

demical libraries. These include more individual study carrels, enclosed study carrels for one or two persons, and larger reading tables. The once-standard 3-by-5-foot public library reading table is giving way in some instances to academic-sized 4-by-6-foot tables to provide more space for materials.

Compact shelving in small libraries

Compact shelving with movable book-stack ranges increases volume capacity by eliminating aisle space. Until recently, large academic and special research libraries providing limited access were primary users of

compact shelving. Today, medium-sized and smaller libraries are justifying the cost of compact shelving despite its corresponding increased floor-loading requirements, using it to house lesser-used materials and materials in process. The benefits and disadvantages of compact shelving should be carefully weighed in the early planning stages of a building project. Here again, an experienced library building consultant can be of value. Some evaluative criteria are provided by Hanna and Knight in a survey article on compact shelving in *Library Technology Reports*; the 1986 edition of Metcalf's *Planning Academic and Research Library Buildings*, edited by Leighton and Weber, also provides a good critical review of the subject (see "References").

Basic policy decisions

Most libraries are required to use a competitive bidding process to purchase library furnishings, shelving, and equipment. The following basic policy decisions should be addressed early in the process:

Evaluation of bids

If the library administrator does not have the time or the experience to write specifications and evaluate bids, or if the purchasing department lacks knowledge of the market and the high performance standards required for library furnishings, it is essential to call in an experienced library interior designer, who will serve as the "owner's representative."

Pre-manufactured or custom

Custom-designed furnishings offer the interior designer and architect some creative options in terms of other furnishings, carpeting, signage, and lighting, but caution should be exercised. A custom job is a pioneering venture. Finding another installation for data on structural soundness and longevity could be difficult.

Choice of furnishings style

Early on, you must choose your furniture style—contemporary or traditional. Metcalf advises that you pick furnishings that will be functional, "fit" the building, be economical in terms of upkeep and maintenance, and not quickly become dated in appearance.

Pre-qualify eligible bidders

Fraley and Pierce (see "References") include examples of specifications for library furnishings. They range from the minutely detailed format to listings of specific manufacturers' furnishings by catalog or model number. Whichever form you choose, omit

Flat wire boosts options

A space-age creation of NASA, flat wire, or flat power, is now handling the communications and energy distribution of many libraries. This is a flat, flexible conductor cable about 30/1000 of an inch thick and 4 or more inches wide. The flat wire comes rolled like tape. It is connected to power and communications sources and is taped directly to the flooring on a protective insulating tape. Following installation, it is covered with carpet tile (18-inch carpet squares). The flat wire can easily be changed and it can handle heavy library foot traffic. The carpet tile costs about \$4 to \$7 more per yard than rolled carpet, but it pays dividends that may justify the cost. Damaged, worn, or soiled patches can be replaced or swapped with tiles from low traffic areas, and it is not necessary to shift furnishings and shelving to do the job.

the term, "Or Equal," from your specifications because it opens the door to bids on furnishings of inferior quality. Instead, "pre-qualify" all bidders by listing several pre-qualified manufacturers of comparable quality and invite other interested bidders—several weeks prior to bid opening—to submit documentation that they can provide furnishings of equal quality. Reserve the right to evaluate the bidders and decide if they are eligible to bid. Pre-qualification does not deter competitive bidding and it insures that bidders of comparable-quality goods will be given a chance on the contract.

Kick the legs

Given the range of styles, shapes, materials, and choices, selecting library furniture is an enlightening experience. Allow time for you and your interior designer to go "kick the legs." Review the furnishings journals, confer with exhibitors at ALA conferences, and visit installations in other libraries. Your architect or interior designer should also schedule visits to commercial showrooms. A tour of the exhibits at the American Association of School Administrators annual conference will further expand your options. Enjoy the experience! □

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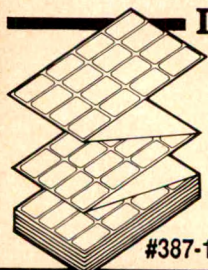
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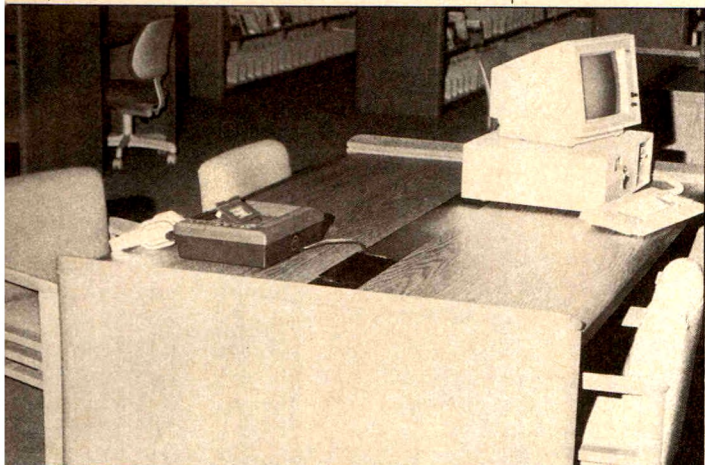
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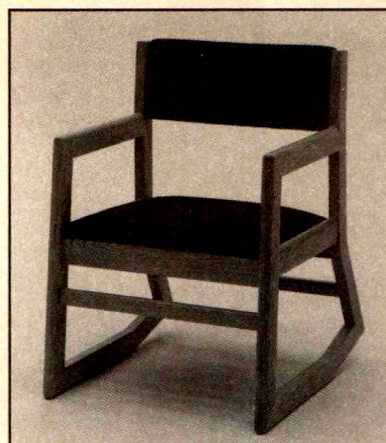
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Below: The "conceal" in this customized table in the new Midwest City Library of the Metropolitan Library System (Oklahoma City and County) contains outlets, wiring harnesses, circuitry, and communications lines.



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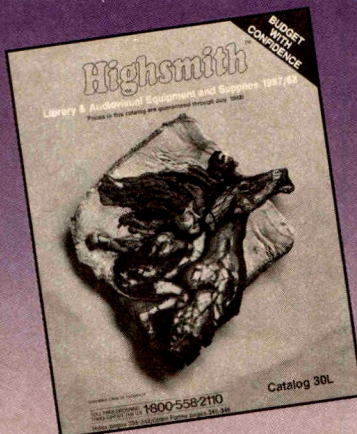
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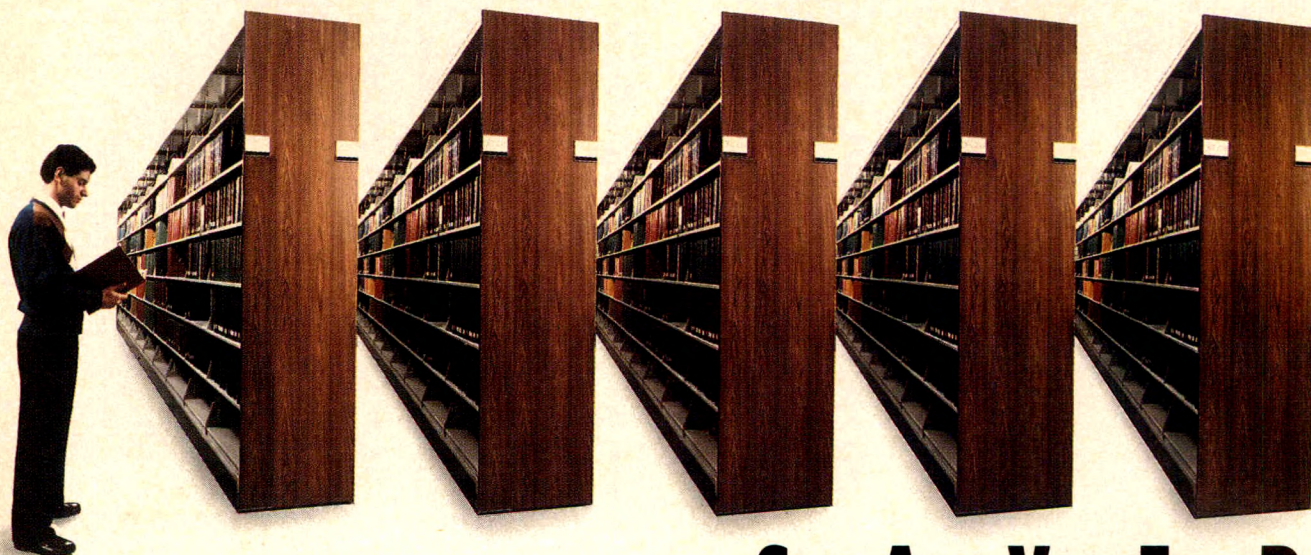
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STANDARD LINES OR CUSTOM-DESIGNED?

by Andrea Arthur Michaels

Andrea A. Michaels, a consultant in space planning and design, has specialized for 14 years in library design at Michaels Associates, Alexandria, Va. With partner David Michaels, she is responsible for the planning and design of more than 50 public, academic, special, and national libraries. A member of ALA and its Library Administration and Management Association, she has aired her views in *Wilson Library Bulletin* and elsewhere in the field. The following article was written for this special AL report.

YOUR LIBRARY IS UNIQUE. Your collection, building, community, style of service—all comprise a unique combination of interests and needs. It is only logical that your library express that individuality—in its architecture, if possible, *and* in its interiors. The selection of basic library furniture goes beyond the obvious elements of design, such as color, pattern, and texture; it expresses the personality of your facility.

For the many years we've been designing libraries, we've searched for furniture solutions in "cataloged" sources—the supplier catalogs. The selection has been abysmally slim: some 10 manufacturers, about two looks, and few solutions. For years, opportunities to express personality were limited to a choice of a square-edged-four-legged or panel-end solution to tables and carrels. Yes, some manufacturers had another look or two available; unfortunately, one was the look of the '50s, which most of us think deserves to be forgotten, and the other was designed so illogically it didn't deserve consideration.

If nothing more than tables, carrels, and chairs were needed, and selections from a catalog were mandated by fiat, the options in finishes were extremely limited. In wood: light, medium, or dark. In plastic laminates: three phony woods and one solid color. Library furniture manufacturers seemed determined to give the world predictable, if not downright boring, libraries.

Too frequently, not one of those library furniture manufacturers had solutions for the most common library problems. It was decades before anyone addressed the realities of wiring in libraries. Four-by-six-foot tables had to be specially ordered. Dictionary stands wasted space and were too narrow to allow comparative work. Atlas drawers racked and stuck. Circulation desks didn't offer these important ele-

Can library-furniture manufacturers hack it in style and adaptability?



Worden, offering wire management solutions for desks and carrels, has introduced the 1100 Study Carrel with adjustable surface height (see crank near woman's left hand), printer enclosure, and power entry via ceiling.

ments: adequate kick bases or knee spaces; options in heights of transaction surfaces to accommodate varying styles of service; pull-out shelves for access to materials stored beneath the surface; interior-drawer options; or eased edges. Carrels were too small to accommodate microform readers or other equipment and to allow note-taking. Carrel shelves weren't adjustable or removable.

Moreover, the furniture that was cataloged was also expensive. We found architectural woodworkers who could not only

produce all the solutions needed, of equal or better quality, for less money, but who could also respond to on-site changes and deliver and install the furniture on time. Consequently, the majority of our libraries selected custom-designed furniture.

Our special challenge

What is unique about library furniture that makes it a challenge to design and build? With few exceptions, library furniture falls prey to what I call the "idle-hands syndrome."

The chair tables the motion

The average library patron spends a long time in one place without supervision and without adequate activities for the hands. As the eyes read, the fingers caress all surfaces within reach and are almost magnetically attracted to reveals, joints, and texture variations. Beware of providing such opportunities for idle hands. A pencil or fingernail will find itself imbedded in the groove or hole, and in no time at all, what may have been a beauty mark will soon become an oozing sore.

Patrons usually spend hours, not minutes, in libraries, vulnerable to sharp edges and corners. Consider the demographics of your facility when evaluating or selecting furniture. Are your patrons a careful, caring lot? Only a few people feel a sense of responsibility toward public furnishings and public spaces, so it is prudent to select or design items that can be easily maintained and not easily harmed. Critically evaluate furnishings incorporating frequently handled mechanical devices such as swing-arm lamps and articulating keyboard arms. Will your patrons use these items with care, or will you be in the position of repairing or replacing those devices? All elements of furnishings should be designed and constructed to endure for at least 20 years.

State of the art: good news & bad

What is the current state of the library furniture industry? First, the good news: The number of manufacturers doing business in the U.S. has increased. Eighteen or so, to my knowledge, are currently active, and some of them *are* interested in solving today's problems. Some have even expanded their design vocabulary and finish-selections options.

What is available in standard lines?

Worden, the leader in introducing designs that reflect changes in library technology, was the first to offer wire-management solutions for desks and carrels. The firm's awareness of safety and electrical-code requirements appears to be the best in the industry. The Addenda series of panel-end tables and carrels, though expensive, first introduced real eased edges and transitional detailing in a high-quality product. For an upcharge, Worden is willing and able to do specials in design and in finishes. The Diametron contemporary series offers wire management, many finishes, and task lighting in round-legged tables and carrels.

Worden's management is very design-oriented now, and, in addition to library furnishings, Worden produces a line of seating for offices. Be aware, though, that



Gaylord's Classic/Custom series features a mitered, bullnosed edge. This apron-free reading table can be adapted electrically to any environment.

Our wish list

Although today's library-furniture suppliers show encouraging signs of responding to customer needs, a number of desirable products are not yet readily available. For example, we continue to look for:

- Interesting, comfortable library reading chairs with proper posture and upholstered seat and back, under \$150 each for quantities of 100 or fewer.
- Tables and carrels with worksurface heights of 28 to 28 $\frac{1}{4}$ inches:—the Human Factors Society recommendation to ANSI.
- Furniture available in a wide selection of standard finishes. Woods in light maple, cherry, light mahogany, dark mahogany, light oak, medium oak, dark oak, natural walnut, and dark walnut and plastic laminates in a variety of the new speckles. (Bright orange was deemed inappropriate years ago.)
- A selection of edge details for standard items, such as those offered by office furniture manufacturers. Bullnosed, radiused, prism, and softened ogee, etc., consistent with current office design styles, but designed with library use in mind.
- Modular AV and computer carrels with an adequate selection of finishes and affordable panel ends. Synsor makes a great, albeit pricey, product if you can work oak wood-grains and beige into your color scheme.
- Furniture catalog information sufficient to select, budget, and specify the items available. Demco, Highsmith, Gaylord, and

Brodart all include furniture in their general catalogs. However, for many purchasing agents and librarians, it is all but impossible to coordinate the furnishings desired in style or finish.

- An appropriately configured station for housing an online patron-access terminal or CD-ROM with a printer or a microform reader—plus space to take notes, in both standing and sitting heights. Custom design or office-landscape components offer the best solution now.

- Simple storage bases and envelopes for organizing existing card catalogs. Most library furniture manufacturers offer special end panels for wood or metal shelving. Envelopes for card catalogs could be provided as easily.

- Affordable ottomans.
- Tables and carrels, and their chairs, colorful but not cute—in sizes appropriate for children to young adults.

- Whimsical, fun furniture of the type Stendig used to catalog!

- Interesting and practical end and coffee tables that coordinate with modular lounge furniture.

- Modular lounge furniture with unupholstered arms that is comfortable, easily recovered, and costs less than \$500 per seat.

- Better, simpler, affordable solutions to technical-services work stations that accommodate at-hand shelving, computers, filing, personal storage, tack surfaces, and spacious work surfaces.

—A.A.M.

guest chairs in offices rarely offer the posture appropriate for use as a reading chair. It is my opinion that the seats on both the handsome H.E.L. and Academy chairs are pitched too far back to offer enough support in a reading position.

At ALA Midwinter, Library Bureau introduced its new line of wire-management accessories to be specified in new furnishings. Whereas Worden does not offer wire-management items separate from its furniture, the Library Bureau rep indicated that LB products are available for retrofitting existing furniture, and, supposedly for non-Library Bureau pieces.

Gaylord and Brodart now offer "custom design" within their Classics and Spectrum series, meaning you can purchase items to fit your library's requirements in one coordinated design vernacular.

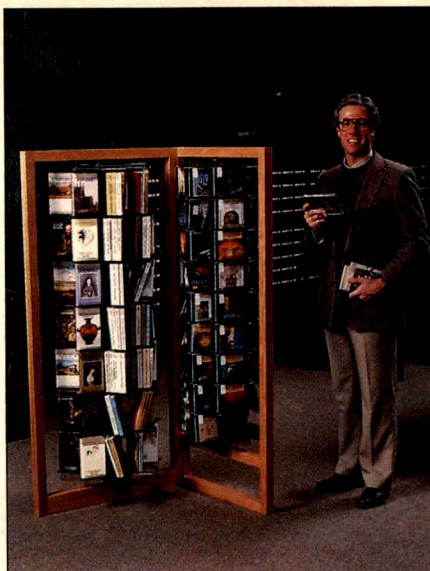
Gaylord's Classic/Custom series detail features a mitered, bullnosed edge with a brass reveal on both panel ends and work surfaces. The furniture may be constructed of maple, mahogany, walnut, or oak and finished to your specifications. Brodart's Spectrum series features eased, radiused edges on panel ends. Both series have apron-free reading tables.

Redesigning for wires

Gaylord's Informa Group, constructed of oak veneer on Finnish plywood, is their first effort to manage wires on service desks and at carrels and to provide solutions to many library needs in a single style. Modular pedestals in the circulation desk and 41- and 28-inch-high surfaces are available. Only the square and round reading tables are available without aprons, presently; but the series is in the process of being redesigned, and perhaps eliminating aprons as well as the intermediate barriers on the circulation desk work surface will be one of the refinements.

At Midwinter, Gaylord introduced an economical landscape-type panel system for technical workstations and for patron carrels. The system comes in a wide variety of widths and heights, includes adjustable work surfaces and shelves, and has a reasonable NRC rating. Gaylord's new commitment to the library furniture industry includes a specifier's catalog, which will have complete information regarding the entire line.

When it comes to marketing solutions, Demco leads the way. Displays for video cassettes, audio cassettes, compact discs, and paperbacks are all available in popular finishes in the new catalog. The popular wood-framed revolving rack can be ordered to house all the above items, with a different media type in each segment.



Demco's standing floor rack for periodicals is space-efficient.

Demco's standing floor display for periodicals is the best space-efficient solution on the market.

European style

Enter the Europeans! Highsmith's "Scania" collection has been expanded to

include chairs, tables, children's furniture, shelving, and a cleverly engineered modular service desk with wire management. Veneered beechwood over particleboard in natural or rosewood finish, oak stains on ash, walnut stains, or walnut or custom-matched samples are available on all products. Stack lighting is available in a wide range of colors for attachment to each section of Scania and other brands of shelving. Worksurfaces are off-white linoleum or plastic laminate.

Similarly designed, but the most extensive line of library furniture currently available, is that from the Danish Library Design Bureau. Engineered to last, this system runs from soup to nuts, and is nearly a one-stop source. And the firm seeks turn-key installations.

Most of the components are hung off metal shelving standards. The Danes seem to have thought of everything while using the maximum amount of cubic area available. The components are rugged; the flexibility built-in. Their focus is on function and product development—and they remembered children older than five! As the lean look of European design becomes more acceptable in the States, DLDB's Texas offices promise to be busy fulfilling orders. □

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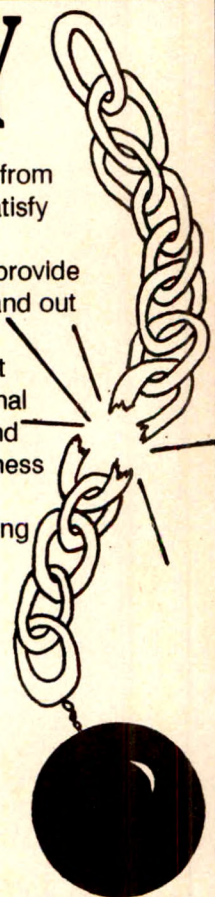
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WORKING WITHIN THE SYSTEMS

Office-landscape furniture systems create order out of computer chaos

by Gloria Novak

Gloria Novak has been library space planner at the University of California/Berkeley since 1972. In 1986 she chaired a Library Administration and Management Association/Buildings and Equipment Section preconference on "The Humane Electronic Workplace," where she gave a presentation on "Housing Electronic Equipment: Systems and Computer Furniture." Ms. Novak also provides private library building consulting services.

THEY'D BEEN TELLING US for years that the computer was coming, but we were skeptics. The invasion began slowly, but now many libraries are overrun with them; and for those that aren't, their time will come. The computer is found in technical processing areas, naturally, but it has also invaded the public catalog area, circulation desk, reference desk, reading room, and bookstacks.

Entire rooms, located near the entryway or hidden in the basement, have been devoted to public-access computer terminals. The secretaries' desks sport terminals, and the director's elegant, dark-wood office now features this neutral-gray box with wires sprouting from it. The scene has an awkward, chaotic look. The wire spaghetti looks like it might attack. It can, in fact, be dangerous.

Computer furniture of all makes and shapes and sizes has entered the scene, but the look often continues to be chaotic, and the wire spaghetti is still on the attack. Where is salvation from the domination of the machine?

Look at the landscape

Consider the office-landscape approach: No, not indoor plants tastefully arranged in the office, but a furniture-based system to create order out of the chaos. Better still, consider the newest generation of systems furniture designed to interface with the building's electrical and data/telecommunication services and deliver them to the

specific locations where they are needed.

Systems furniture consists of manufactured, prefabricated parts that can be assembled in an infinite variety of configurations to create workstations for the staff and public. These parts include various-sized worksurfaces, shelves, storage units, and other sophisticated components that are hung on or otherwise attached to the panels or other components. These major-services-distribution components may be referred to as power panels, energy management power panels, or energy management worksurfaces. The components are supplemented by such accessories as power receptacles, cable storage trays, and an assortment of power and data/telecommunication connectors.

Examples of systems furniture include Steelcase's "Series 9000," Herman Miller's "Ethospace," Haworth's "TriCircuit ERA-1," Westinghouse's "Wes-Group," and Rosemount's "Private Spaces." The beauty of these furniture systems is that the coils of wire required to hook up a computer terminal, printer, microform reader, microform reader/printer, or any other machine can be run in panel channels or worksurface channels, inside panels, and along panel frames. This provides a means to distribute the power and telecommunications

Reject those beautiful desks that cost thousands of dollars to move a couple of feet and to reconfigure, and then only imperfectly.

while managing the wire and keeping it out of sight. Power and telecommunication receptacles can be installed at worksurface height or at the bottom of the panel.

Special corner worksurfaces provide a convenient machine location while making

it possible to locate worksurfaces at both sides of the machine and provide a fixed or adjustable computer keyboard shelf. Keyboard shelves may also be attached to the front or side of a straight work surface. If the terminal does not have a separate keyboard, its worksurface can be installed at an appropriate height for comfortable information input.

Reconfiguring to function

Workstations can be tailored for a particular machine or function, since panels are available in a variety of widths and heights, some with open frames and others capable of providing openings within the panels, and worksurfaces are available in varying widths and depths. Workstations can be used for the public to access the online catalog or to use a microform reader/printer in the newspaper room, or for a staff word processing station, or an online cataloging station. If, over time, the equipment is changed or functions are modified, the workstations can be taken apart and reconfigured to meet the new requirements.

Although earlier generations of office landscape furniture systems provided only relatively crude wire-management capabilities, they offered a number of valuable features that are retained and often upgraded in the newer systems. Many upgrades are also available for adding to earlier models. Effective use of vertical space was made possible by the panel-hung shelves and other traditional and non-traditional panel-hung storage units. Smaller hang-on components are used to organize work and tools (known as "things management").

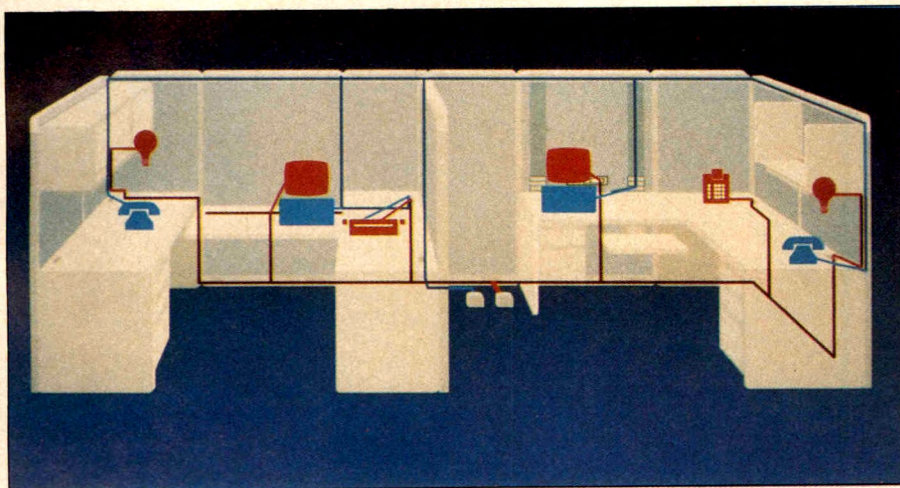
Special light fixtures can also be hung on panels for improved and individually controlled lighting. Acoustical panels have made it possible to reduce noise levels in both public spaces and staff work areas. Closed panels have provided some privacy for those doing concentrated work in what would otherwise be an open-plan office environment, and for those reading and studying in the library—another way to provide a study carrel. Open or partially



Furniture based systems let computer-dependent libraries avoid this awkward, chaotic look . . .



. . . in favor of the tidy, ergonomically successful design demonstrated by Herman Miller's Ethospace system.



Steelcase's Series 9000 system

open frames allow people to share machines installed on turntables.

Achieving ergonomic design

Systems furniture has made it possible to achieve a successful ergonomic workstation design. "Ergonomics" has become an overworked and misused concept. To restore its power and to put it into valuable perspective, the dictionary definition of "ergonomics" is "biotechnology," which in turn is defined as "the aspect of technology concerned with the application of biological and engineering data to problems relating to the mutual adjustment of man and the machine."

But how does one achieve this perfect holistic machine/work/reading environment in the library amid the infinite variety of configurations possible with the myriad choices of components available for sys-

tems furniture? Even with the best planning, the result will always be less than perfect (and even perfect planning is undone by less than perfect budgets, not to

The best systems [are endowed] with the ability to forgive, the ability to change with grace, and the ability to be re-formed and reshaped.

mention imperfect human communication). Don't despair: The beauty of systems furniture goes deeper than its ability to

hide (manage) wire spaghetti; all the characteristics described above endow the best systems with the ability to forgive, the ability to change with grace, and ability to be re-formed and reshaped.

All of this leads to a strong recommendation: "All public service desks shall be constructed of systems furniture components. Public service desks shall not be constructed using custom cabinetwork." Reject those ill-conceived, custom-designed desks with the cutouts for a specific machine that someday soon will be discarded, or with the cutouts for those charge cards that will change size or will be displaced by newer technology. Reject those beautiful desks that cost thousands of dollars to move a couple of feet and to reconfigure, and then only imperfectly.

Architects howl at this lost design opportunity, but we librarians do not know what machines we will use in the future nor how we will use them. The patterns of public service continue to change, and custom-designed furniture must not impede that change. Systems furniture must continue to be improved for the public service desk, but improvements come with new individual components that can still interconnect with all the basic parts of the system and that can be added with little cost and little disturbance. Systems furniture provides the library the long-sought-after opportunity to incorporate flexibility and adaptability.

The computer has not only revolutionized library processing and service, but also the way we should furnish our libraries. In this setting it is fitting to contemplate Thomas Carlyle's observation: "Man is a tool-using animal. . . Without tools he is nothing, with tools he is all." □

FURNISHINGS CAN SURPRISE & DELIGHT

Mock-ups inspire creative custom designs,
says architect/"library junkie"

by Ben Weese

Benjamin H. Weese, a Fellow of the American Institute of Architects, designed the Williams College Library and its interior, renovated and expanded the Grinnell College Library, and is currently working on the interior of the new FW. Olin Library to be built at Mills College. Weese earned his masters in architecture at Harvard and a certificate from the Ecole des Beaux Arts, Fontainebleau, France. In 1957-77 he was a partner in his brother's firm, Harry Weese & Associates, working on large-scale projects. In 1977, he formed Weese Hickey Weese with his architect wife, Cynthia. Their 12-member firm concentrates on private institutional work, colleges, churches, and urban housing.

WHY IS FURNISHING a library such a neglected and undernourished area? Here we are in the '80s, often testing libraries built in the '50s and '60s for another 20 or 30 years of growth or change. The structural shell or container is often the lesser problem, but the original furnishings are invariably generic blond wood, beat up and depressing.

As a library junkie, I go in and out of many libraries just to look. The experience is predictable: harsh light streaming down from the ceiling, production-line furniture, phone-booth-sized carrels, user malaise and frustration. Perhaps everyone got tired. The architect, of course, wishes to maximize the bricks and mortar. Final furniture decisions are pushed off. The budget runs out. Result: The furniture gets shortchanged.

I have seen many libraries where the furniture layout literally could have been done in an hour and a half at the last moment with a furniture template! Manufacturers are prepared to sell the same carrel they sold you 30 years ago at today's price of \$500 a unit.

Believe me, the librarian and architect can cook up their own solution for a study station 100 percent bigger for \$350! Innovate and save!

To unlock the whole world of design



This carrel tower at Grinnell College's Burling Library seats 19 throughout the cube on 125 square feet of floor. The configuration helps divide and humanize large-scaled space. Task lighting and indirect up-light component on ceiling enhance verticality.

requires a different kind of micro input, extra time, and dedication to the best resource we have: on-site R&D. Library staff, administration, and users must commit to an open-ended exploratory process. And the architect/space/furniture planner (most efficiently one single person) must sympathize and perceive each situation as

uniquely potential for "home-grown" solutions.

Experimenting at Williams

In 1971 Lawrence Wikander, then library director at Williams College, actually suggested to me that if we were going to

(Continued on p. 297.)

Jim Hedrich, Hedrich-Blessing

UPCOMING DEADLINES FOR CLASSIFIEDS:
All ads received by April 5 will appear in the May LEADS.
Ads received by May 5 will appear in the June LEADS.

Career LEADS

american libraries classified ads

Beverly Goldberg, ed.
Debbie McDade, asst. ed.

CONTENTS IN ORDER

Late job notices
Consultants listings
LEADS guidelines
Positions wanted
Positions open
Automation exchange
Consumer classes
Datebook calendar

LATE JOB NOTICES

For May issue, call 312-944-6780 x326 BEGINNING APRIL 11. Listings taken BY PHONE AS SPACE PERMITS.
10 lines maximum (approximately 100 spaces/line). ALA institutional members receive 10% discount.

CHILDREN'S LN. Outgoing, people-oriented ln. for modern pub. lib. in friendly central Conn. town supportive of children's svcs. Excellent opportunity to practice creativity & gain administrative exp. ALA-MLS req'd. Skills in programming, ref., & collection development essential. Exp. preferred. Good benefits. Salary \$20,500+ dep. on exp. Can arrange to interview at PLA. Send letter of application & resume to: Laurel Goodgion, Library Director, Portland Pub. Lib., 20 Freestone Ave., Portland, CT 06480.

MATHEMATICS LN., Univ. of Minn. This is a 12-mo. acad./prof. appt. w/probationary appt. at Asst. Ln. rank w/min. salary of \$22,000. Due date for applications extended to April 30. See complete description in AL, Feb., p. 122, & in Feb. C&RL News. Apply to: Barbara Doyle, Personnel Officer, Univ. of Minn. Libs./Twin Cities Campus, 453 Wilson Lib., Minneapolis, MN 55455.

ADULT SERVICES COORDINATOR (LN. III). Search reopened. Responsible for planning, organizing, & directing the adult services program in the central lib., 8 branches, & bookmobile under general supervision of the lib. director. Special emphasis is on developing & maintaining services, programs, & collections. Prepares budget request for system adult services operation. Reqs. ALA-accred. MLS. Exp. in pub. lib. adult services pref. w/proven managerial skills. Salary range \$19,890-\$34,034. Hiring salary depends on exp. Send letter of appl., res., & names & adds. of 3 prof. ref. by May 16 to: Buncombe Co. Personnel Dept., POB 7435, Asheville, NC 28807. Send copy of res. to: Nancy Hammond, Asheville-Buncombe Lib. System, 67 Haywood St., Asheville, NC 28801. Representative at PLA. An equal-opportunity employer.

VOLUNTEER LN. needed at Izmir American School, Izmir, Turkey. Student pop. 1,200 (secondary school, college prep.). Collection 25,000 and growing. Position open Summer 1988. Travel, housing, utilities, medical, plus stipend of \$200 monthly (Turkish lira). For info. & all details, write or phone: Douglas M. Hill, 23 Mount Vernon Place, Nashville, NC 28804; 704-252-4758.

LATE JOB NOTICES CONTINUED ON PAGE 275.

EMPLOYERS: Catch the CONFERENCE EXPRESS, A Job Listing for Conferees

Employers, place your newest "Position Open" notices directly in the hands of thousands of professionally qualified candidates at the ALA Annual Conference in New Orleans.

A special CONFERENCE EXPRESS classified listing will be printed quickly in June and handed out free to conference job seekers. The special one-time rate is \$3.00 per line, about one-third the cost of our monthly LATE JOB NOTICES (membership discounts not applicable). Lines are approximately 100 spaces; 10-line maximum.

Here's a chance to advertise those job openings falling between our June and July/August issues. (Our regular July/August issue isn't mailed until Aug. 1.)

To be included, your position announcement must reach us by June 17. Send to:

AL CONFERENCE EXPRESS
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If you have any questions, please contact LEADS editor at:
312-944-6780 x326.

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 Full guidelines are available from:
 Beverly Goldberg, Career Services Editor.

LIBRARY CONSULTING SERVICES, 240 North Ave., Westport, CT 06880. **Consulting, organization, and management studies** with special emphasis on space planning. Contact: Shirlee Schwarz, MLS, at 203-226-6606.

LIBRARY BUILDING CONSULTING. 30+ yrs.' experience on 200+ jobs in 33 states. **Hoyt Galvin & Associates**, 2259 Vernon Dr., Charlotte, NC 28211-1898; 704-366-4335.

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ISCI (INFORMATION SYSTEMS CONSULTANTS, INC.) is pleased to announce the return of Judy McQueen to its senior consulting staff. Richard W. Boss will continue to be the Managing Senior Consultant. ISCI's address is 1711 P St. N.W., #B, Washington, DC 20036. The telephone number is 202-745-1952. Fax transmissions should be sent to 202-745-2528.

CONSULTANT AND APPRAISER FOR RARE BOOK, HISTORICAL, SPECIAL COLLECTIONS & PRIVATE LIBRARIES; organization and management, selection and evaluation of materials, policies, and techniques. **SYMPOSIA** for librarians and Friends of libraries on appraising and collecting rare books. Life member ALA. BA, MA (history), and AMLS. **James M. Babcock, Bookseller**, POB 160, Dept. AL, Harsens Island, MI 48028; 313-748-9779.

MANAGEMENT ANALYSIS, COST ANALYSIS, FINANCIAL ANALYSIS AND BUDGETING, PERSONNEL, STRATEGIC PLANNING. Over 35 yrs.' experience in public & academic libraries, management & consulting. **CMP ASSOCIATES, INC.**, 155 W. Congress St., Suite 303, Detroit, MI 48226; 313-961-5040.

APPRAISALS OF BOOKS, MANUSCRIPTS, MAPS, PRINTS, ARCHIVES. Collections or single pieces. 30 yrs.' experience with university, college, public, and special libraries and private collections. Nearly all subjects. Values for insurance, sale, or gifts. Will travel anywhere. References. **Lee Ash**, 166 Humiston Dr., Bethany, CT 06525; 203-393-2723.

WASHINGTON, D.C., LIBRARY RESEARCH. **Richard E. Wolf & Associates**, POB 968, Arlington, VA 22216; 703-276-0270.

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RMG is a company of library automation professionals who have over eight decades of experience in planning, designing, developing, implementing, and managing automated library systems.

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nically-oriented social process. *We believe the keys to successful library automation are education, planning, and the ability of people to work together.* We believe that a successful library automation project must develop the understanding, acceptance, approval, and support of the various individuals who make or who are affected by decisions to automate.

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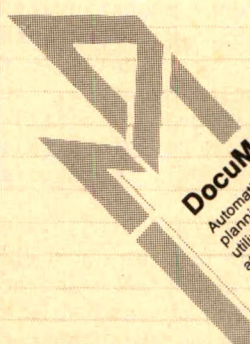
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LATE JOB NOTICES CONTINUED FROM PAGE 273.

AV LN. Expanding media dept. seeking 2nd prof. for new facility. Exp. & familiarity w/various media desirable. Salary: \$16,000-\$22,400. Preliminary interviews at PLA. Job description & appl. available from: Ed Kieczkowski, Dir., Mansfield/Richland Co. Pub. Lib., 43 W. 3rd St., Mansfield, OH 44902; 419-524-1041. The lib. is an equal-opportunity employer.

LN. III (CATALOGING SERVICES). Performs prof. cataloging of Arkansas state documents & state lib. mat'ls.; supervises activities of state lib. mat'ls. work unit; supervises input of serials holdings info. into OCLC. Reqs. ALA-accred. MLS & minimum of one yr.'s prof. cataloging exp., working knowl. of LC & Dewey class. schedules; LC subject headings; serials & monograph cataloging; MARC formats; AACR2; ANSI standards for serials holdings; corporate authority files; use of microcomputer; ability to supervise others. Minimum salary \$16,718. Closing date May 30. Send letter of appl., resume, credentials, & at least 3 letters of ref. to: Kathryn M. Smith, Deputy Director for Administration, Arkansas State Lib., One Capitol Mall, Little Rock, AR 72201.

LIB. PROGRAM ADVISOR II. Under direction of coordinator of extension services, supervises Lib. Services for the Blind & Physically Handicapped unit of the Ark. State Lib. Serves as liaison to Lib. of Congress Nat'l. Lib. Services for the Blind & Physically Handicapped. Performs advisory & consultative services to 3 subreg'l. services in state. Directs selection of books, collection maint., & volunteers' activities; coords. implementation of new automated circ./patron-tracking system on microcomputer network. Gathers, compiles, & reports statistics. Works w/other agencies or organizations serving similar client group. Min. sal. \$17,836. Reqs. ALA-accred. MLS plus at least one yr.'s prof. lib. exp. Exp. w/similar services & w/micros & lib. automation very desirable. Closing date May 30. Send letter of appl., res., credentials, & at least 3 ltrs. of ref. to: Kathryn M. Smith, Deputy Dir. for Admin., Ark. State Lib., One Capitol Mall, Little Rock AR 72201.

LIB. DIRECTOR. Small village lib. seeks a director for the Malverne Pub. Lib. Qual.: master's in library science & exp. preferred. Duties: Administrative duties & some budgetary responsibilities. Salary: \$27,000 minimum. Send resume & 3 ref. to: Malverne Pub. Lib., 69 St. Thomas Place, Malverne, NY 11565.

LATE JOB NOTICES CONTINUED ON PAGE 276.

LN. I, CHILDREN'S ASST. Assists in planning, administration, & operation of the dept. Participates in selection of books & other mat'ls. in addition to storytime & other programs for children. Chance for advancement to supervisory level after one year, PERS, 22 vacation days, 15 days' sick leave per annum, paid medical & life. \$19,108-\$25,140. Will interview at PLA in Pittsburgh April 28-29. Send letter of appl., resume, & 3 ref. to: Luren Dickinson, Director, Findlay-Hancock County Pub. Lib., 206 Broadway, Findlay, OH 45840.

BIBLIOGRAPHIC INSTRUCTION LN. The bibliographic instruction ln. is one of 4 unit heads reporting to the head of ref. services. This position will be responsible for administering a credit lib. instruction course which teaches over 20 sections annually, for managing teaching staff, & will work w/the instruction/outreach program offered by ref. staff. Opportunities to develop new instructional programs are available. Responsibilities may also include: desk service, online searching, & collection development. The position requires an ALA-accred. MLS, & bibliographic instruction & ref. exp.; subject master's preferred but not req'd. Salary negotiable; \$21,000 minimum Preference will be given to applications received by May 1. Send letter of appl., resume, & names, addrs., & ph. nos. of at least 3 ref. to: Sharon A. Hogan, Dir. of Libs., Middleton Lib., La. State Univ., Baton Rouge, LA 70803. LSU is an equal-opportunity university.

REF. LNS. Several probationary, tenure-track appts. as Senior Asst. Ln. (\$31,680-\$43,896) or Assoc. Ln. (\$39,960-\$55,548); rank & salary dep. on qual. Req'd.: MLS from ALA-accred. or equivalent school & 3 yrs.' prof. exp., not including Calif. State Univ. work exp. Degree in the humanities, sciences or social sciences. Tenure normally granted w/7th-year reappt. Deadline: April 30 or until filled. If unable to fill all positions at the tenure-track level, may be filled as full-time temporary. For more info., call: Morris Polan, Univ. Ln., Calif. State Univ./Los Angeles, 5151 State University Dr., Los Angeles, CA 90032; 213-224-2201. EEO, AA.

CATALOGER OF HEBREW MAT'LS. Performs original, copy cataloging, & classification of Hebrew-lang. monographs & serials using NOTIS, Dewey, LC subject headings, & AACR2. Assist in acquisition of these mat'ls. Qual.: ALA-accred. MLS. Knowledge of Hebrew. Background in Jewish/Hebrew studies & knowledge of Yiddish desirable. Familiarity w/MARC books, serials, & authority formats. Technical services exp. using an automated lib. system preferred. Salary: \$20,000-\$22,000. Appl. deadline extended through May 15. Send appl. & resume, incl. 3 ref., to: Debra Domanico, Personnel Manager, Northwestern Univ. Lib., Evanston, IL 60208. EEO, AA.

SERIALS LN., Art Institute of Chicago. Unit head responsible for all aspects of serials collections (acqs., cataloging, public service) of 1,500 current titles. Supervises 2 FT & 1.5 FTE staff. Provides scheduled ref. service 7 hrs. per week, incl. rotating nights & Saturdays. Requires ALA-MLS, exp. in serials work incl. cataloging, demonstrated knowl. of art history (degree preferred), AACR2, RLIN, or other bibl. utility, appropriate foreign langs., & supervisory exp. Competitive salary & benefit package from \$22,975. Appls. & 3 letters of ref. to: J. P. Brown, Dir., Ryerson & Burnham Libs., Art Institute of Chicago, Chicago, IL 60603.

CATALOG LN. Temporary, 18-mo. appt. to engage in a wide range of cataloging activities for monographs in an automated environment using OCLC & an online catalog. Will participate in retrospective conversion & reclassification projects. Will be responsible for some supervision & training of technical assistants & student workers. An ALA-accred. MLS, knowledge of OCLC, AACR2, & LC classification & subject headings req'd. Previous cataloging exp., familiarity w/microcomputers, & knowledge of foreign languages preferred. Salary: \$20,000+, commensurate w/exp. & qual. Submit letter, resume, & names of 3 ref. by April 30 to: Phyllis Cutler, College Ln., Williams College Lib., Williamstown, MA 01267. An EO, AA employer.

COORDINATOR OF CHILDREN'S SERVICES wanted by progressive lib. Unique opportunity for enthusiastic individual w/MLS & 3-5 yrs.' relevant exp. Strong supervisory skills req'd. Under broad direction, person in this newly created position will plan, coordinate, & implement all children's service within the system (6 small branches), & supervise staff in new 6,000-sq.-ft. children's dept. in main facility. Position available July 1. Preliminary interviews at PLA. Salary range \$21,000-\$29,400. Job description & applications available from: Ed Kieczkowski, Director, Mansfield/Richland County Pub. Lib., 43 W. 3rd St., Mansfield, OH 44902; 419-524-1041. The library is an equal-opportunity employer.

CHILDREN'S LN./DEPT. HEAD. Progressive lib. in the beautiful Black Hills seeks dynamic, creative professional to expand children's services (incl. collection development, programming, staffing, publicity, reader services, & liaison to other agencies). Member of management team. MLS & exp. pref. Beginning salary range \$18,755-\$23,000. Friendly, growing city of 51,000. Abundant recreational & expanding cultural opportunities. Send resume & ref. to: City of Rapid City, Personnel Dept., 300 6th St., Rapid City, SD 57701. An equal-opportunity employer.

TECHNICAL SERVICES HEAD. Under broad supervision, directs operation of 9 FTE in acquisitions, cataloging, processing, & automation for main lib. & 6 small branches. Plans, implements, & reports on activities of the dept. as part of the overall lib. program. As automation & card catalog functions are online, exp. in automation desirable. Position available July 1. Preliminary interviews at PLA. Salary \$21,000-\$29,400. Job description & applications available from: Ed Kieczkowski, Director, Mansfield/Richland County Pub. Lib., 43 W. 3rd St., Mansfield, OH 44902; 419-524-1041. The library is an equal-opportunity employer.

LN. I. MULTIPLE BRANCH POSITIONS w/primary emphasis on service to children. MLS req'd. Pub. lib. exp. preferred. Literacy in Spanish & previous work w/children a plus. Salary: \$19,806-\$23,101; increase under negotiation. Excellent benefits. Union shop. City residency req'd. within 6 mos. of hire. Resume & ref. to: Paula Shemitz, Branch/Community Services Coordinator, New Haven Pub. Lib., 133 Elm St., New Haven, CT 06510. EO, AA employer.

DIRECTOR, Virginia (Minn.) Pub. Lib.; population 11,856 in lovely resort country for lib. housing over 100,000 items. Responsible for all operations, incl. budget preparation; book ordering; collection development; staff management; community relations; long-range planning of all aspects of lib. operations; providing info. & recommendations to lib. commission. Qual.: MLS from ALA-accred. lib. school. Pub. lib. exp., preferably OCLC, & other technological background. Must have ability to lead & direct areas of today's changing technology. Grant writing exp. desirable. Salary: \$24,000 plus excellent fringe benefits. Send letter of appl., resume, & 3 work ref. by June 1 to: Dorothy Karon, President, Lib. Commission, Virginia Pub. Lib., 215 S. 5th Ave., Virginia, MN 55792.

LN. III/DEPT. HEAD, CHILDREN'S SERVICES (search reopened). Historic Charleston, S.C., offers an opportunity to join a progressive system in a rapidly expanding resort community of 280,000. Resp. incl.: supervision of children's staff of 5 FTE, dept'l. budget preparation & implementation, main lib. program planning & execution, & goal setting. Proven ability needed in areas of collection development & programming. Candidate should prepare a 5 to 10-minute story to tell at the interview. Req'd.: ALA-MLS; 2 yrs.' progressively more resp. exp. in children's services. Salary: \$21,778; range \$21,778-\$32,427. Closing date: May 2. Send letter of application, resume, transcript, & 3 letters of ref. to: Cathy Stenberg, Personnel Officer, Charleston Co. Lib., 404 King St., Charleston, SC 29403; 803-723-1645. EOE.

REF. LN. I. MULTIPLE POSITIONS for entry-level ref. work. Excellent opportunity to develop broad ref. skills. MLS req'd. Salary: \$19,806-\$22,101; increase under negotiation. Excellent benefits. Union shop. City residency req'd. within 6 mos. of hire. Resume & ref. to: Valerie Haines, Head of Adult Services, New Haven Pub. Lib., 133 Elm St., New Haven, CT 06510. EO, AA employer.

REF. LNS.: ONE HUMANITIES SPECIALIST & ONE SOCIAL SCIENCE SPECIALIST. The LSU Libs. ref. services div. has 10 lns. & 10 FTE support staff working in a centralized setting. The tenure-track prof. positions report to the head of ref. services. Specific resp. may incl.: desk service, online searching, bibl. instruction, collection development, & interlibrary loan. Each position reqs. the ALA-accred. MLS & a degree in the appropriate subject area or equivalent exp. Ref. exp. & subject master's pref. but not req'd. Salary negotiable; \$19,000 min. Excellent benefits. The LSU Libs. have NOTIS & membership in OCLC & RLG. Preference will be given to appls. received by May 1. Send letter of appl., res., & names, addrs., & ph. nos. of at least 3 ref. to: Sharon A. Hogan, Dir. of Libs., Middleton Lib., La. State U., Baton Rouge, LA 70803. LSU is an equal-opportunity university.

STAFF ADMINISTRATOR. New position. Resp. for recruitment & training of paid & volunteer staff, salary administration, employee benefits, employee appraisal, & employee safety. Qual.: requires an ALA-accred. MLS plus 3 yrs.' exp. as a professional ln. Exp. in personnel work (incl. staff training) highly desirable. Starting salary depending on exp.; minimum \$29,200. Position available immediately. Closing date May 1 or until position is filled. Carroll County Pub. Lib. is a growing, service-oriented county system w/a central lib., 4 branches, 3 bookmobiles, & a building program. Fiscal 1988 circulation will top 1.4 million. 70 FTE paid staff; 6 FTE volunteer staff. To apply, send resume to: Gail L. Griffith, Assistant Director, Carroll County Pub. Lib., 50 E. Main St., Westminster, MD 21157-5097.

COMMUNITY SERVICES LN. East Central Reg'l. Lib. has a position open for a community services ln. to coord. programming & publicity in a 6-co. service area of eastern Minn. Duties also incl. ref. work (half-time), selection of children's mat'ls., & coord. of children's programming for 13 libs. in the region. System hdqtrs. is located in Cambridge & is convenient (less than one hour) to the Minneapolis/St. Paul metro. area as well as the lakes & forests of northern Minn. Benefits incl. holidays, individual health insurance, & 4 weeks' vacation. Beginning salary \$17,000-\$20,000 (July 1), dep. on exp. & ed. Minimum qual.: MLS. Apply to: Bob Boese, Director, East Central Reg'l. Lib., 244 S. Birch, Cambridge, MN 55008.

LATE JOB NOTICES CONTINUED ON PAGE 278.

LATE JOB NOTICES CONTINUED FROM PAGE 277.

ACQUISITIONS/COLLECTION DEVELOPMENT LN. (search reopened). St. Lawrence Univ. seeks person to draft, implement & monitor lib. collec. development policy & manage budget of \$660,000. Will coordinate ordering & receipt of mat'ls. & act as resource person for 2 acquisitions paraprof. Req'd.: accrd. MLS; exp. w/collec. devel- opment & acq.; familiarity w/OCLC, MARC format, & AACR2; interpersonal skills. Preferred: prof. lib. exp.; exp. w/budgeting. 12-mo. contract, faculty status, one mo.'s vacation. Salary: \$19,000-\$22,000. Start Aug. 15. Appl. deadline: May 27. Appl., resume, & names of 3 ref. should be sent to: Lynn Ekselt, Owen D. Young Lib., St. Lawrence Univ., Canton, NY 13617. SLU is an EEO, AA employer.

CATALOGING & SPECIAL COLLECTIONS LN. Duties are cataloging & classification for mat'ls. incl. special collections, & will incl. public access & custodial responsibility for special collections. Mat'ls. incl. English & foreign-language legal publications. Req'd.: MLS & reading knowledge of French, German, or Spanish. Desirable: cataloging, preservation, & conservation exp. Salary: Minimum \$19,000, dep. upon qual. & exp. Available: July 1. Send letter of application w/resume & list of ref. to: Rita Millican, Law Lib., Paul M. Hebert Law Center, La. State Univ., Baton Rouge, LA 70803-1010; 504-388-5779.

HEAD OF REF. (search reopened) for active pub. lib. in Massachusetts' 7th-largest community. Lib. has undergone staff reorg., & is engaged in bldg. renovation & is currently automating all lib. activities. ALA-accred. MLS req'd. Exp. in pub. lib. ref. service & staff supervision are essential. Familiarity w/automation, microcomputer applications, database searching helpful but not essential. Residency req'd. Salary: \$18,862-\$20,239. Deadline open. Send letter of application, resume, & names of 3 ref. to: Anne T. Parent, Lib. Administrator, Fall River Pub. Lib., 104 N. Main St., Fall River, MA 02720. AA, EOE.

FIELD SERVICES LN. Continue an outreach program for the handicapped in southern Calif. MLS, or recent pub. lib. exp., good communication skills, valid driver's license & good driving record a must. AV exp. useful. Salary range \$20,700-\$25,875 annually depending on qual. Excellent benefits. Resume w/salary history to: Braille Institute, 741 N. Vermont Ave., Los Angeles, CA 90029.

CHILDREN'S LN. Resp. for bk. selec., programming, & general operation of bright, spacious chldrn.'s room located in multiracial community. Some evening & Saturday duty req'd. MLS from ALA-accred. school req'd. Salary range: \$18,000-\$23,000 w/paid health, dental, & life insurance. 37.5-hr. workweek. Employer-paid IRA. Position available Aug. 1988. Appls. accepted until position filled. Apply to: Frederick J. Kirby, Dir., Benton Harbor PL, 213 E. Wall St., Benton Harbor, MI 49022; 616-926-6139. Equal-opportunity employer. Qualified minority applicants strongly encouraged to apply.

CONSULTANT, SPECIALIST IN LIB. DEVELOPMENT & AREA SUPERVISOR IN NONPRINT SERVICES, LN. III, search reopened. A prof. position w/resp. in: urban & rural lib. development, grant development, & in the mat'ls. selection for the AV dept. Broad knowledge of lib. services necessary. Ability to: work effectively in a multitype lib. system; to evaluate situations; & to express oneself clearly & consisely. Initiative & strong management skills are essential. Necessary qual. are a master's in lib. science from an accred. lib. school & 3 yrs.' lib. exp., of which one yr. must be in an admin. capacity. Work exp. in both urban & rural settings would be helpful. Salary \$22,000-\$26,000 plus ben. Deadline May 20. Send ltr. of interest & resume to: Margaret M. Stefanak, Exec. Dir., Lewis & Clark Lib. System, 425 Goshen Rd., Edwardsville, IL 62025.

AUTOMATED SYSTEMS ADMINISTRATOR, univ. libs. Recruitment range \$3,304-\$4,030/mo.; full-time, 12-mo. appt. Date of appt.: a.s.a.p. Under general direction of assoc. lib. dir., responsible for conception, design, implementation, & operation of automated systems. Resp. for development of bid specifications for systems procurement. Is primary lib. contact w/vendors. Supervises lib. systems unit & training of its staff. Qual.: equivalent to graduation from a 4-year college & equivalent to 5 yrs.' progressively resp. exp. developing specs for, implementing, & managing automated lib. systems. Exp. w/microcomputer & local-area network appls. in lib. environment & computer programming exp. desirable. Send letter of appl. & resume by April 28 to: Office of Personnel & Employee Relations, Calif. State Univ./Northridge, 18111 Nordhoff St., Northridge, CA 91330. Equal-opportunity, affirmative-action, Title IX, Section 503 & 504 employer.

INFO. & INFO./BRANCH LN. (2 POSITIONS) in Iowa's 3rd-largest pub. lib. on beautiful Mississippi River. Generalist pub. service ln. who consistently loves to help patrons. Both positions also incl. resp. for collection & bibl. development. Knowl. of online database searching &/or branch exp. pref. Must have ALA-accred. MLS degree. Pub. lib. orientation desirable w/good PR & communication skills. Salary: \$19,908-\$25,485. Positions would start July 1. Deadline for appls.: April 29. Send resume & 3 ref. to: LaWanda Roudebush, Human Resources Coordinator, Davenport Pub. Lib., 321 Main St., Davenport, IA 52801.

REF./INTERLIBRARY LOAN LN. Regional lib. seeks innovative professional to coordinate ref./readers' advisory services for a 5-county system. Responsible for providing ref. services at the hdqtrs. lib. & for coordinating interlibrary loans for the system. Serves as consultant for ref. services to all branches. Collection incl. a specialized local history & genealogy section. Requirements: MLS from an ALA-accred. institution. Those w/current Ga. Pub. Lib. Certification highly desirable. Minimum salary \$23,880. Appls. accepted until position is filled. Please submit resume & names of 3 ref. to: James P. Cooper, Director, West Ga. Reg'l. Lib., 710 Rome St., Carrollton, GA 30117. Minority applications are welcome.

REF. LN. This is a prof. position to provide services to students, faculty, & staff. Resp. incl. ref./info. desk coverage, online searching, faculty liaison, collection development, bibl. instruc. Some evening & weekend work req'd. Significant online searching exp. highly desirable; science background preferred. Tenure-track position requiring 2nd master's/6-yr. certificate by year 6. ALA-accred. master's in lib./info. sciences req'd. \$2,095/mo. minimum. Position starts Aug. 15. First review of appls. will be June 1. Appls. will be reviewed until the position is filled. Send letter of appl., resume/vita, & names of 3 ref. to: Harvey Varnet, Dir. of Univ. Lib., Governors State Univ., University Park, IL 60466. GSU is an equal-opportunity, affirmative-action univ. & encourages applications from members of minority groups & women.

SCI. & TECHNOLOGY LN. Tenure-track, 12-mo. faculty appt. Resp. for collec. dvpt., incl. mgmt. of assigned mat'ls. funds; liaison to faculty & students; database searching; & lib. instruc. in areas of veterinary medicine & animal science & other subjects as assigned. Policymaking resp. for Veterinary Teaching Hospital branch lib. Serves at general science ref. desks as part of team of 5 lns. & 8 paraprof. staff. Reports to hd. of sciences & technology dept. Reqs. ALA-accr. master's degree; knowl. of online searching techniques; demon. written, oral, & interpersonal communication skills; commitment to svc. & acad. lnshp., incl. research. Degree in relevant subj. field desirable. Potential for meeting reqs. for promotion in rank & granting of tenure. Sal. approx. \$23,400. Review of appls. to begin no later than May 30. Send ltr. of appl., res., evidence of degree, & names, adds. & ph. nos. of 3 ref. to: Persnl. Offcr., Colo. State U. Libs., 106 Morgan Lib., Fort Collins CO 80523.

SUPERVISING LN., technical services division, city of Mountain View, Calif. Salary \$31,158-\$38,948 annually. The lib. dept. is actively pursuing a supervising ln. w/excellent leadership skills & a strong public service orientation. The incumbent will plan, organize, & manage activities of cataloging, processing, & circulation services. In addition, this individual will assist in budget preparation; select, train, supervise, & evaluate staff; make presentations; & may act as ln. in charge. Education equivalent to completion of a master's degree in lib. science & 4 yrs.' professional lib. exp., 2 of which must have been in a management or administrative capacity. Final filing date 5 pm, April 15. Postmarks will not be accepted. Send a resume along w/a completed city application to: City of Mountain View, Personnel Office, 444 Castro St., POB 7540, Mountain View, CA 94041; 415-966-6310.

EDITOR for the Catholic Lib. World, official journal of the Catholic LA. Resp. incl.: complete planning-to-publication of bimonthly issues; the publication of CLA handbk./membership directory, the CLA conv. program, advertising, & production of newsletters & other publications. Qual.: possess strong writing & speaking abil.; able to establish & meet deadlines; have at least 3 yrs.' lib. exp.; be familiar w/personal computer; willingness to be cooperative & willing team member of CLA hdqtrs. staff. Salary: \$18,000-\$20,000. Ben.: one mo.'s paid vacation, 2 weeks' paid sick leave per year, Blue Cross-Blue Shield. Position open until filled. Send appl., resume, & names of 3 ref. to: John T. Corrigan, CFX, Exec. Dir., Catholic LA, 461 W. Lancaster Ave., Haverford, PA 19041. Affirmative-action, equal-opportunity employer.

LATE JOB NOTICES CONTINUED ON PAGE 281.

EMPLOYERS: YOUR SEARCH IS OVER

When you're tracking down the fastest, most cost-effective monthly medium in Libraryland for announcing a job opening, your buck naturally stops here: at LEADS classifieds.

The reason is clear: LEADS combines the largest and most qualified audience of job candidates with the fastest advertising turnaround time of any monthly publication in the field. LEADS brings your message to over 47,000 library professionals, some

45,000 of whom are members of ALA. They read your ad as quickly as 25 days from the date we receive it (18-20 days for Late Job Notices); subscribers to our *Career LEADS Express* see the unproofed version of your ad as soon as 9 days after receipt. And the cost to you is minimal, with discounts available to ALA institutional members (for advertising rates, see box that follows Late Job Notices).

**When the search is on, set your sights on the largest professional audience around.
Get your LEADS here.**

PSSST! Job Seekers and Recruiters

**Did you hear what's new,
available on ALANET,
and the latest word in job classifieds?**

Why, the GRAPEVINE (AL's, that is).

That's right, Libraryland: Your very own national online database of job openings has arrived.

What GRAPEVINE Is

› *A short-entry job alert* that answers the basic questions: what the job is called, where it is, when to apply/report for work, whom to contact, and (of course) how much it pays.

› *A recruiter's dream*: Updated every Monday, GRAPEVINE's 52 issues/year will contain all listings received by the end of the preceding workweek.

› *A database* with limited Boolean search flexibility for cost-effective reading.

› *An online referral source* to other job listings: Besides providing see-also references within GRAPEVINE notices to the latest full-text equivalent in LEADS, the database also lists all noncommercial library job lines as well as other ALA job information services.

What GRAPEVINE Is Not

› *Not an evasion* of LEADS affirmative-action standards: All GRAPEVINE listings will disclose salary information.

› *Not a duplicate LEADS*: All GRAPEVINE ads will *not* automatically appear in LEADS. Employers can choose either to supplement their full-text LEADS listing with an advance, short-entry GRAPEVINE notice or to recruit in one service only.

› *Not a substitute* for AL's *Career LEADS Express*: Advance print copies of next month's full-text LEADS ads will still be available.

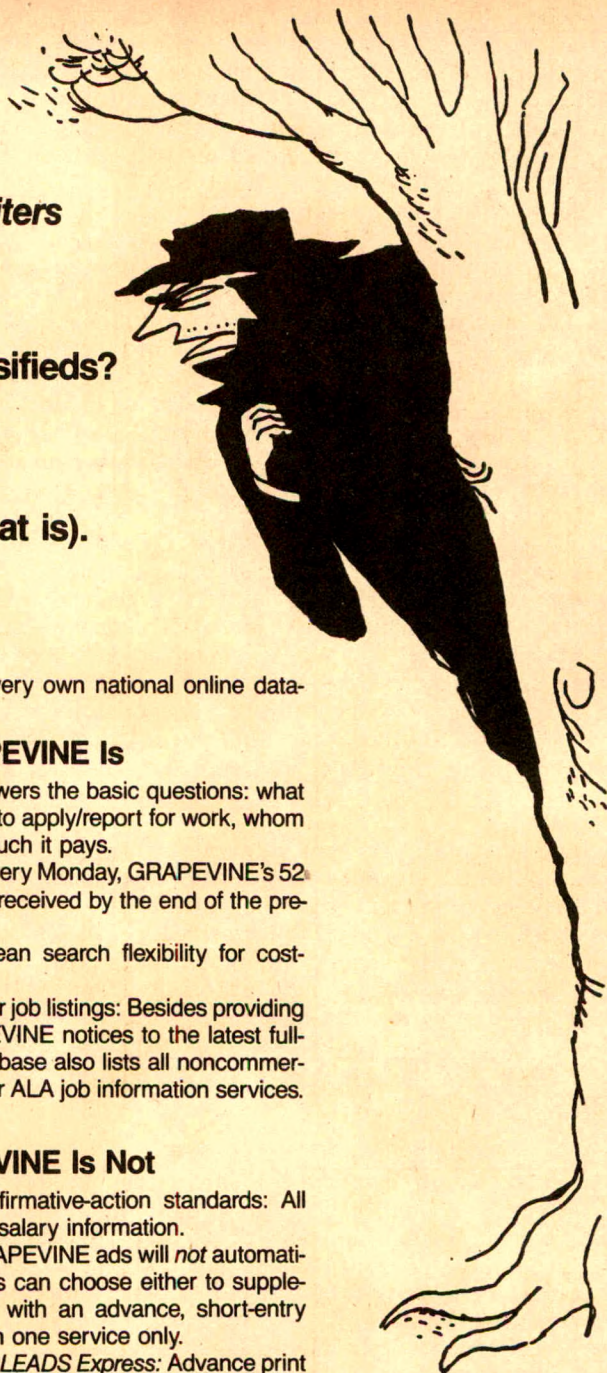
› *Not expensive*. LEADS advertisers pay only \$10 or more for a supplementary GRAPEVINE notice. GRAPEVINE-only recruiters pay \$25. Ads appear through week of employers' application deadlines; open-deadline ads appear for 14 days.

VINE's the Word

Job seekers can get to the GRAPEVINE via ALANET by typing ›VINE at system level or from within the Units menu (ALANET4). If you're not already an ALANET subscriber, you can become one by contacting Rob Carlson, Deputy ALANET System Manager, at ALA.

Recruiters can get on the GRAPEVINE by contacting Beverly Goldberg, Career Services Editor, at American Libraries (312-944-6780 x326).

The word's out on the GRAPEVINE. Pass it on.



LIB. DIRECTOR, Meridian (Idaho) Free Lib. District. Management, some public & technical services functions. Direct 3.5 staff. Req'd.: MLS from ALA-accred. school, interpersonal skills. Begin June 1. Salary \$16,000-\$18,000. Application, resume, 3 prof. ref. by May 15 to: Jack Riddlemoser, Meridian Lib., 18 E. Idaho, Meridian, ID 83642; 208-888-4451.

BRANCH LIBRARY MANAGER. Denver Pub. Lib. is seeking dynamic experienced person to direct all services & activities at 3 branch libraries which serve highly diverse communities in Denver. Supervises Ins., support staff, & volunteers. Required: MLS from accred. institution & 4 yrs. professional lib. exp. performing varied ref. & reader guidance work, 2 yrs. of which must have been in a supervisory capacity. Ability & willingness to meet & communicate w/members of the community served by the libraries. Ability to speak, read, & write Spanish highly desirable. Salary: \$2,373-\$3,101 per month. Application deadline: May 15. Send letter & resume to: Nancy Rawson, Denver Pub. Lib., 3840 York St., Unit J, Denver, CO 80205. EO, AA. Qualified minority candidates are encouraged to apply.

LIBRARY MEDIA SPECIALISTS. Both elementary & secondary positions available for the 1988-89 school year. Texas teaching & lib. certification or equivalent from other states required. Salary range: \$18,000-\$32,000 depending on degrees & exp. w/eligibility for local career ladder supplement. Contact: Personnel Department, El Paso Independent School District, POB 20100, El Paso, TX 79998; 915-779-4320.

CAREER OPPORTUNITIES

Guidelines

A salary range is required for all job recruitment ads per the guidelines of the American Library Association. "Faculty rank" and "status" are variable and should be explored carefully by applicants. ALA opposes residency requirements. Direct or implied biases will be edited out of ads. Job titles should reflect responsibilities as defined in ALA personnel guidelines.

Frequency/Deadlines

LEADS classifieds: All line/display classifieds received by the 5th (or, when AL's offices are closed on the 5th, the next business day) will appear in the next month's issue. Issue dates are the first of every month except July. (Vacancies filled after submission can be stamped "filled" until the 18th; advertiser is billed for original ad.) **Late job notices** are accepted by phone only, as space permits, beginning on the 10th.

LEADS Rates

NOTE: ALA organizational membership required for discounts on job recruitment advertising.

Joblines: Free listing of numbers and addresses for nonprofit job clearinghouses. Please provide numbers and addresses for employers to contact joblines. No commercial agencies. (**NOTE**: AL does not supply job lists or forward jobs to clearinghouses.)

Positions Wanted: ALA personal members receive first 50 words free, 50 cents each word over (limit 3 free ads/year). Nonmembers: 50 cents/word.

Positions Open, Professional Exchange, or Requests for Proposals (Please state department and format desired):

Line-by-line: \$5/line; 20% off for ALA organizational members (\$4/line).

Display: Boxes, larger type, prominent format. \$50/column inch; 20% off for ALA organizational members.

Late Job Notices: \$10/line (no display ads accepted); 10% off for ALA organizational mem-

bers (no phone surcharge). See complete instructions in section.

Automation Exchange: Computer materials available or wanted. Headings include Instructional Materials; Used Hardware; Public Domain Software; and Hard/Software Wanted. (Please state section desired.) \$5/line (no display ads accepted); multiple-insertion discounts on total cost: 2-5 months per year, 5% off; 6 months or more, 10%. No ALA membership discounts applicable.

Consumer Classics: Headings include Available At No Charge; For Sale; Wanted; Barter; Personal; Out-of-Print Books; Periodicals and Serials; and Services and Sources. (Please state section desired.) Format and rates same as for Automation Exchange above.

Datebook: Line-by-line or display format. See rate box in section.

Box numbers: AL will provide blind box numbers on advertiser's request for \$10 surcharge (free to ALA personal members placing Positions Wanted ads.)

GRAPEVINE weekly online job alert: All job ads received at AL by the end of each workweek that are designated for GRAPEVINE will appear in the following Monday's issue. Published only via ALANET (to read, type VINE at system level or from within the Units menu, ALANET 4). Life of ad determined by employer's application deadline; if no deadline is given, ad runs for 2 consecutive issues.

Address

Contact: Beverly Goldberg, LEADS, *American Libraries*, 50 E. Huron St., Chicago, IL 60611; 312-944-6780 x326 (toll-free 800-545-2433; in Ill. only 800-545-2444; in Canada 800-545-2455). Fax: 312-440-0901.

Electronic Mail: Via ALANET: write c/o ALLEADS or use the LEADSAD online order form. Via TELEX: 490-999-2040 ALA UI (TWX prefix 710).

To reply to box nos., write: Box (no.), c/o Beverly Goldberg at *American Libraries*. Mark mailing envelope "Confidential."

PLEASE NOTE:

1) All AL classified ads accepted by phone incur a surcharge (\$5 total for line ads and \$10 total for display ads), except for Late Jobs.

2) Advertisers using purchase orders should supply purchase order numbers to AL within 2 weeks of placement of advertising. Later receipt will result in incomplete billing.

GRAPEVINE Rates

Brief job listings only. Published only on ALANET; contents independent of AL's LEADS classifieds. Format includes: position title; salary range; application deadline; and contact name/address/phone. (Job rank and start date optional.) If the same position is advertised in AL's LEADS classifieds, a cross-reference to the corresponding LEADS ad is given. \$25/listing; \$10/listing if same job opening advertised in AL's LEADS classifieds. No ALA membership discounts applicable.

JOB LINES

Joblines will appear in full whenever space permits. They will appear in abbreviated form (as below) the rest of the year to make room for

expanded Positions Open listings.

NOTE: AL does not supply job lists or forward jobs to clearinghouses. For complete Joblines, see Feb. AL, p. 116.

ASIS, ASIS Hdqtrs., 1424 16 St. NW, Suite 404,

Washington, DC 20036; **Ariz.**, 602-278-1327, see also Mountain Plains; **ACRL**, 312-944-6795; **Br.**

JOB LINES continued on next page.

JOB LINES continued.

Columbia, 604-430-6411; Calif., 916-443-1222 or 818-797-4602; CMLEA, 415-697-8832; (Calif.) San Andreas-S.F. Bay/SLA, 408-378-8854 or 415-391-7441; S. Calif./SLA, 818-795-2145; Canadian Assn. of Special Libs. & Info. Svcs./Ottawa Chap., 613-237-3688; Colo., 303-866-6741, see also Mountain Plains; Conn., 203-727-9675; (D.C.) Metro. Wash., 202-223-2272; Del., 302-736-4748 x69 (in Del. only, 800-282-8696); Drexel Univ., 215-895-1672; Fla., 904-488-5232; Ill., 312-828-0930; Institutional Libs., S. Carlson, R.I. Dept. of State Lib. Svcs., 95 Davis St., Providence 02908; Ia., C. Emerson, State Lib. of Iowa, Historical Bldg., Des Moines 50319; Kans., see Mountain Plains; Md., 301-685-5760; Mich., 517-694-7440; Midwest, 317-926-8770; Mo., 314-442-6590; Mont., see Mountain Plains; Mountain Plains, 605-677-5757; Nebr., 402-471-2045, see also Mountain Plains; New Eng., 617-738-3148; Nev., see Mountain Plains; N.J., 609-695-2121; N.Y., 212-227-8483; N.Y. Chap./SLA, 212-214-4226; N.C., 919-733-6410; N.D., see Mountain Plains; Okla., 405-521-4202; Ore., 503-585-2232; PNLA, 206-543-2890; Pa., 717-234-4646; PLA, 312-664-5627; R.I., C. Schoonover, c/o Kingston Free Lib., 1329 Kingstown Rd., Kingston 02881; Rural Libs., M. Jaugstetter, Col. of Lib. Sci., Clarion Univ. of Pa., 16214; S.C., Univ. of, 803-777-8443; S.D., see Mountain Plains; SLA, 202-234-3632; Tex., 512-463-5470; Utah, see Mountain Plains; Vet. Admin. Lib. Network, 202-233-2820; Va., 703-370-7267; W. Va., call Pa. Coop. Job Hotline; Wyo., see Mountain Plains.

Regional salary guide

Listed below are the latest minimum starting salary figures recommended by 16 state library associations for professional library posts in these states. LEADS advises job seekers and employers in these states to consider the recommended minimums when evaluating professional vacancies.

Connecticut	\$20,500
Indiana	varies*
Iowa	\$18,000
Kansas	\$17,500*
Louisiana	\$20,000
Maine	varies*
Massachusetts	\$20,000
New Hampshire	\$17,500
New Jersey	\$20,350
New York	varies*
North Carolina	\$19,836
Ohio	\$20,024
Pennsylvania	\$18,000
Rhode Island	\$20,000
Vermont	\$18,500
West Virginia	\$20,000

* Rather than establish one statewide salary minimum, some state associations have adopted a formula based on variables such as comparable salaries for public school teachers in each community, or the grade level of a professional librarian post. Before applying for a library post in one of these states, LEADS recommends that job seekers contact the state association for minimum salary information.

POSITIONS WANTED

LONESOME VETERAN. Ex-librarian wants to return to field. I have added speaking, budgeting, and fundraising skills to my MLS and enthusiasm for libraries. Minn., Wis., the Dakotas, Mont. Write: Robert Hertz, 3249 S. Colorado, St. Louis Park, MN 55416.

CHALLENGING FREELANCE, ON-CALL, PART-TIME ASSIGNMENT in academic, public, special library for ALA-MLS (1979). Public or technical services, indexing/abstracting, or computer interfacing responsibilities with or without supervisory role desired. Metro N.Y.C. availability. Contact: Louis V. Catucci, 537 Ovington Ave., #C1, Brooklyn, NY 11209.

DOWN-TO-EARTH REFERENCE LIBRARIAN seeks position in small/medium-sized public library near ocean or mountains. Prefer an open and relaxed library environment that is democratic, nontraditional, and people-oriented. Have ALA-MLS and public library experience. Reply to: Box B-972-W, c/o LEADS editor, *American Libraries*.

LIBRARIAN SEEKS POSITION IN ACADEMIC OR PUBLIC library in Minn./Wis./Mich. region. Have ALA-MLS and 2½ yrs.' U.S. academic library experience. Teaching experience in adult education. Good computer knowledge. MA in sociology and political science from German university. Fluent German. Desire to return from F.R.G. with family. Reply to: Box-974-W, c/o LEADS editor, *American Libraries*.

PERSONNEL/AUTOMATION CONSULTANT. 35 yrs.' experience in academic libraries. H. Wendell Alford, 6161 Bradfordville Rd., Tallahassee, FL 32308; 904-893-7980.

AV, BOOKMOBILE, CHILDREN'S, CIRCULATION, COMMERCE, DOCS., GENERAL CATALOG, INSTRUCTION, MEDICAL, REFERENCE—Quick study, will work your front desk or backshop, 1-9 mos., Feb. 15-Nov. 15. Scale + one mo.'s advance; call 702-945-2754 or write: M. L. Pierce, Hawthorne, NV 89415-1721.

POSITIONS OPEN

ACADEMIC LIBRARY

Acquisitions librarian, Sam Houston State University Library. Reporting to the head of technical services, the appointee will be responsible for the coordination and supervision of the acquisitions unit including the monitoring of vendor performance, the order and receipt of materials, monitoring of the materials budget (payment process and fund account reports), and maintaining records for bibliographic control; and assumes some responsibility for collection development work (25%) in the humanities or social sciences. **REQUIRED:** ALA-accredited MLS; minimum of 3 yrs.' experience directly related to an academic library acquisitions unit and/or book trade industry, including supervisory responsibilities. Knowledge of both manual and automated acquisitions control systems. Knowledge of domestic and foreign publishing trade and vendor sources/plans. Experience with gifts and exchange programs and government document depository programs desired. Experience with library materials budgets. Excellent oral/written communication and interpersonal skills. Academic background in humanities or social sciences; 2nd master's in a subject discipline required. Salary \$20,000 minimum depending upon qualifications and experience. 9-mo. tenure-track position. **All application materials must be received on or before April 25.** Send letter of application, resume, and 3 current letters of reference to: David Kim, **Newton Gresham Library, Sam Houston State University,**

Huntsville, TX 77341. SHSU is an EEO and affirmative-action employer.

American/English-language and literature selector, University of Florida Libraries. **RESPONSIBILITIES:** Develops and manages, in collaboration with the faculty, collections in all formats supporting the academic programs using American/English-language and literature materials; provides specialized reference services, including advanced-level consultations, bibliographic instruction, and end-user/online services in the subject area; participates in the humanities and social sciences general reference department's services, including desk services. **REQUIRED:** ALA-accredited MLS; graduate degree in American/English-language and literature; professional experience in an academic or research library; demonstrated continuing interest in the American/English-language and literature field; excellent communication and interpersonal skills. **HIGHLY DESIRED:** Proven organization skills; knowledge of a Western European language; professional experience in a research library collection management program. Salary: \$23,000 minimum for 12 mos. Benefits: tenure-track appointment with faculty status, 22 days' vacation, TIAA/CREF or other retirement options, no state or local income tax. **Send resume, letter of application, and names, addresses, and phone numbers of 3 professional references by April 20** to: Lynn Badger, Library Personnel Officer, 212 Library West, University of Florida, Gainesville, FL 32611. AA, EOE.

Architecture & art librarian, University of Illinois Library at Urbana-Champaign. Faculty position available immediately. Responsible for administration of Ricker Library of Architecture and Art and for direction of staff. With materials budget of \$65,000, librarian—in cooperation with faculty—develops and maintains research quality collections in all aspects of architecture and art including architectural history, history of art, art education, studio arts, and building sciences. Ensures that reference and instruction, original cataloging, and online services are provided to meet needs of faculty, students, and allied personnel in areas served. Maintains strong working relationship with faculty of schools and departments served, with library administration, Humanities Council, and other related units, and engages in instructional and promotional activities of the library. (Complete job description provided upon request.) **REQUIRED QUALIFICATIONS:** MLS from ALA-accredited school or its equivalent. 3 or more yrs.' professional experience of increasing responsibility in an academic, research, or special library. Ability to handle literatures and needs of researchers in fields served. In-depth knowledge of one or more disciplines served as demonstrated by academic background or professional work experience. Excellent interpersonal skills. Ability to provide service to diverse research-oriented clientele as well as undergraduate students and general library users. Knowledge of one or more major Western European languages in addition to English. Evidence of ability to meet university standards of research, publication, and service which demonstrates professional achievement. Other preferred and desired qualifications. Librarians have faculty rank. Salary: \$26,000, Assistant Professor level; \$29,000, Associate Professor level; depending on qualifications and scholarly credentials. **Application/nomination deadline May 1.** Send letter of application and complete resume with names, addresses, and telephone numbers of 5 references to: Allen G. Dries, Library Personnel Manager, **Library Personnel Office, 127 Library, University of Illinois Library, 1408 W. Gregory Dr., Urbana, IL 61801; 217-333-8169.** AA, EEO employer.

Assistant architecture and fine arts librarian, University of Florida Libraries. **RESPONSIBILITIES:** Manages the daily operations of the 68,000 volume Architecture and Fine Arts

Library, and works closely with the head of the library on directing the library's programs and services; shares reference, bibliographic instruction, and computer searching; develops and manages the collection for specific art or architecture academic programs. **REQUIREMENTS:** ALA-accredited MLS; academic background or demonstrated interest in a fine arts or architecture discipline; excellent interpersonal, analytical, organizational, and communications skills. **PREFERRED:** Supervisory experience; reading knowledge of a modern European language; experience in an academic library, preferably in a branch library. Salary: \$20,000 minimum for 12 mos. **BENEFITS:** Faculty status, 22 days' vacation, TIAA/CREF or other retirement options, no state or local income tax. **Send letter of application, resume, and names, addresses, and phone numbers of 3 professional references by April 20 to:** Lynn Badger, Library Personnel Officer, 212 Library West, University of Florida, Gainesville, FL 32611. AA, EOE.

Assistant catalog librarian, North Texas State University. Entry-level, nontenure-track professional position responsible for original and OCLC cataloging of book and microform monographs. Requires skilled use of LC classification schedules and subject headings, AACR2, and MARC formats. The position also involves participation in VTLS database management, department planning and instructional activities, and retrospective conversion. **QUALIFICATIONS:** Candidates should have an MLS degree from an ALA-accredited program and a major in a liberal arts discipline. Reading knowledge of one or more modern European foreign languages. Desirable: A 2nd master's in a liberal arts discipline, knowledge of one or more of the following languages—German, Spanish, or French; one or more yrs.' OCLC preprofessional cataloging experience in an academic or large research library; familiarity with automated library systems. Available May 15 or until filled. Salary \$18,536. Applicants should send a resume, copies of all transcripts, and the names and addresses of 3 references to: Margaret E. Galloway, Interim Director of Libraries, North Texas State University, POB 5188, N.T. Station, Denton, TX 76203. NTSU is an equal-opportunity, affirmative-action employer.

Assistant curator of rare books and manuscripts, Vassar College. Report to and assist curator in management, development, processing, preservation, and exhibition of rare book and manuscript collections. Provide assistance to researchers in use of special collections materials and service at general reference desk. **QUALIFICATIONS:** ALA-accredited MLS with special collections or archival and reference training. Salary \$24,500. **Send letter of application, resume, and 3 letters of recommendation by April 15 to:** Nancy S. MacKechnie, Curator of Rare Books and Manuscripts, Vassar College Library, Poughkeepsie, NY 12601. AA, EOE.

Assistant head of acquisitions (search reopened), University of Georgia Libraries. Recent graduates may have the opportunity to participate in an intensive professional development program. **DUTIES:** The assistant head of acquisitions is responsible to the head of the acquisitions department for the planning, coordination, implementation, and management of the workflow of the monographic receiving section and the serials receiving section, a total of 13 support staff. The acquisitions department is responsible for acquiring all materials (except current periodicals and government documents) in all formats for the Main and Science libraries, laboratory collections, and off-campus research facilities. The acquisitions department has a staff of 2 librarians and 15 support staff. It adds approximately 59,000 print items and over 160,000 microforms annually. All work is done on MARVEL, the in-house automated system. The assistant head interacts with staff

Government Documents Coordinator Library Faculty Appointment

RESPONSIBILITIES: Selects, processes, and services documents collection; does OCLC cataloging, database searching, bibliographic instruction. Serves at the general reference desk, and participates in committee work and other activities. Supervises 3.5 paraprofessionals and several student assistants.

REQUIREMENTS: MLS from ALA-accredited institution or equivalent. 2nd advanced degree required for tenure. 3–5 yrs.' professional library experience in selecting, processing, and servicing government documents, preferably in academic library. Effective interpersonal and communication skills.

DESIRABLE QUALIFICATIONS: Experience in bibliographic instruction, collection development, and database searching. Experience in international business, taxation, legal resources. **SALARY:** Minimum \$31,680.

APPLICATION: Deadline for applications is April 8, OR UNTIL SUCH TIME AS THE POSITION IS FILLED.* The full position description is available upon request. Please address resume including the names and addresses of 3 references and/or requests for further information to:

Sharon Perry
Chair, Public Services Recruitment Committee
University Library
California State University/Fullerton
POB 4150
Fullerton, CA 92634

* This ad was intended to appear in AL's March 1988 classifieds but was inadvertently omitted. Applications received after April 8 will be gratefully accepted and be given full consideration.

Affirmative-action, equal-opportunity, Title IX employer

within the technical services division as well as staff in all areas of the libraries as necessary and appropriate to the work of the department. Some evening work may be required. **QUALIFICATIONS:** ALA-accredited MLS; 2 yrs.' experience in either monographs or serials acquisitions in an academic library or a large research library, with preference for serials acquisitions experience; successful supervisory experience; knowledge of the book trade; knowledge of automated library systems, especially as they relate to acquisitions or serials; effective oral and written communication skills; ability to establish and maintain effective working relationships; reading knowledge of one modern European language desired; strong interest in academic librarianship desired. **SALARY:** Salary commensurate with qualifications but not less than \$19,500. This position will be filled only if suitable applicants are found. **APPLICATION PROCEDURE:** Send letter of application by May 23 including resume and names of 3 references to: Florence E. King, Personnel Librarian, University of Georgia Libraries, Athens, GA 30602. An equal-opportunity, affirmative-action institution.

Authorities librarian/monographic cataloger. Oversees authority control operations, including input, maintenance, training, and liaison with all contributors to an online union authority file. Participates in design and management of NOTIS authority control systems and procedures. Performs original and some complex copy cataloging and classification of monographs using DDC, LCSH, AACR2, using NOTIS, for inclusion on RLIN. Contributes eligible names and series authority records to the Library of Congress through NACO. **QUALIFICATIONS:** MLS from ALA-accredited program; working knowledge of 2 modern foreign languages, preferably including German, Spanish, or another Romance language; 3 yrs.' cataloging using an automated system, including original cataloging and authority work; familiarity with the MARC bibliographic and authorities formats. Some supervisory experience desirable. Salary range: \$22,000–\$26,000. **Send letter of application and resume, including names and complete addresses of 3 references, by May 15 to:** Debra Domanico, Library Personnel Manager, Northwestern University Library, Evanston, IL 60208. AA, EEO.

Automation librarian. Newly defined, tenure-track faculty position. MLS or equivalent master's required; subject master's desired. 5

yrs.' varied experience including automated library systems. Responsible for planning, implementing, and coordinating automated library activities leading to the long-range goal of an integrated library system. Some reference desk duty. (\$23,000–\$28,000.) **Application deadline: May 15.** Respond by sending letter of application, resume, and 3 references to: William Prigge, Chicago State University Library, 95th St. at King Dr., Chicago, IL 60628. AA, EOE.

Catalog librarian. Academic professional status on continuing appointment track. **QUALIFICATIONS:** ALA-accredited MLS, minimum 2 yrs.' relevant library experience, working knowledge of AACR2, LCSH/LC classification schedules, OCLC cataloging experience. Familiar with MARC formats, especially music scores and nonbook formats. Salary: \$19,000 minimum. **Deadline: open.** **Screening Committee begins review May 15.** Apply to: Jean Collins, University Librarian, Cline Library, Box 6022, Northern Arizona University, Flagstaff, AZ 86011; 602-523-6802. NAU is an equal-opportunity, affirmative-action employer.

Cataloger. Perform original and complex copy cataloging using LC, AACR2, LCSH; supervise clerical staff; develop cataloging procedures; assist in imminent transition to online catalog. An excellent opportunity to participate in the implementation of an integrated, multicampus library automation system. **REQUIRED:** ALA-MLS, working knowledge of one or more Western European languages, initiative, flexibility, active interest in library automation. **DESIRED:** Acad. lib. cataloging exp.; knowledge of AACR2, LC, LCSH, OCLC; exp. with AV, music, and/or map cataloging; evidence of prof. commitment. Available: June 1988. **Deadline for applications: May 15** or until position is filled. Min. sal.: \$20,000. 12-mo. appointment, 20 days' annual leave; TIAA/CREF; life and fully paid family health insurance. **Send letter of appl., resume, names of 3 references, transcripts, and placement folder to:** Sam Garwood, Fogler Library, Univ. of Maine, Orono, ME 04469. AA, EEO.

Cataloger—technical services librarian. **QUALIFICATIONS:** MLS, familiarity with OCLC, AACR2, cataloging experience highly desirable. Will catalog print and audiovisual materials and be expected to provide leadership for eventual conversion to automated

Chief Bibliographer

The University of Alabama Libraries/Tuscaloosa invite applications for the position of chief bibliographer. This position reports to the associate dean of libraries for collections and information services and is responsible for planning, implementing, monitoring, coordinating, and evaluating the collection development program in an evolving environment. Reference and other librarians (22) are in the process of developing collection skills, activities, procedures, and policies under the leadership of this position. **QUALIFICATIONS required:** MLS from a program accredited by ALA; additional graduate degree; relevant experience in a large research library; excellent oral and written communications skills; knowledge of publishing, book trade, higher education, and budget management; knowledge of issues and trends in bibliographic control, collection assessment, and collection management; experience in management of approval plans; demonstrated skill in planning, organizing, and coordinating work of others; ability to work effectively and productively with faculty, students, and with library personnel at all levels; skill in developing, analyzing, and interpreting relevant statistical data; ability to function effectively in a changing environment; and evidence of professional and/or scholarly activity. **Preferred:** Working knowledge of one or more foreign languages; experience with automated system, particularly in acquisitions; familiarity with RLG Conspectus. 12-mo., tenure-earning position. Salary and rank depend on qualifications; Assistant or Associate Professor rank, \$27,000 minimum salary, which includes an administrative stipend. **Send cover letter, resume, and names and addresses of 3 references by May 8 to: Sondra Tucker, Libraries Personnel Officer, University of Alabama, Collection Development Search, POB S, Tuscaloosa, AL 35487-9784.**

The University of Alabama is an equal-opportunity, affirmative-action employer.

systems. Will supervise a small staff and is expected to assist with reference duties. Salary: \$20,000+, depending on experience. 12-mo., tenure-track position, generous fringe benefits. Vincennes Junior College is a comprehensive community college of approximately 5,000 students located in southwestern Indiana. **By May 23, send resume and references to: Robert Slayton, Library Director, Vincennes Junior College, Vincennes, IN 47591.**

Cataloging librarian. Under the general direction of the head of bibliographic control, to catalog library materials, primarily nonbook material. ALA-accredited MLS required. Cataloging experience with OCLC desired but not required. Experience with NOTIS helpful. Annual salary \$19,250+ depending upon experience; excellent fringe benefits. Available July 1. **Deadline April 30.** Send resume, transcripts (undergraduate and graduate), placement papers, and 2 separate letters of recommendation to: George N. Hartje, Director of Libraries, Pickler Memorial Library, Northeast Missouri State University, Kirksville, MO 63501-0828. EOE.

Chair, special collections department, University of Florida Libraries. **RESPONSIBILITIES:** Develops and manages the special collections department (15.5 FTE including 6 librarians) comprising university archives, Baldwin Library (children's literature), Belknap Collection (performing arts), Florida History Library, and Rare Books and Manuscripts Collection; oversees the administration of the Latin American Collection. **REQUIRED:** ALA-accredited MLS; completed graduate degree in a humanities or social sciences field; 5 yrs.' academic or research library experience, including substantial experience developing special collections; demonstrated successful management of a major library unit; excellent communications and interpersonal skills; reading knowledge of a Western European language. **PREFERRED:** Substantial experience managing special collections; knowledge of special collection processing functions including familiarity with automated library applications and preservation processes; strong public service commitment; reading knowledge of classical languages. Minimum salary is \$37,000 for 12 mos. Benefits: tenure-track appointment with faculty status, 22 days' vacation, TIAA/CREF or other retirement options, no state or local income tax. **Send letter of application, resume, and names, addresses, and phone numbers of 3 professional references by May 2 to: Lynn Badger, Library Personnel Officer, 212 Library West, University of Florida, Gainesville, FL 32611. AA, EOE.**

Chief librarian, Hostos Community College/CUNY. Professional rank. **COMMENCING:** July 1988. **QUALIFICATIONS:** An ALA-accredited MLS degree and a 2nd master's or a doctorate are required, with a minimum of 3 yrs.' academic library experience. A broad understanding of the operations and concepts in public and technical academic library services and library automation is essential. Candidate must be familiar with collection development and audiovisual services and have excellent interpersonal and communication skills. 3 yrs.' administrative experience is desirable. Bilingual (English/Spanish) preferred. **DUTIES:** Responsible for the complete library services of a community college. These responsibilities and duties include, but are not limited to, the direction of all public and technical academic library service functions; the development of a library collection that meets the educational needs of a bilingual student population; management of the facilities and staff; budget responsibilities, including the development of the grants proposals and new funding sources; the development and application of new automated computer technology; and planning for a new library facility. **SALARY:** Commensurate with professional rank and experience. Range \$35,000-\$50,000. **Closing date: May 13.** Vacancy no.: 9641. Resume to: Cecilia Linzie, Affirmative-Action Officer, Hostos Community College of the City University of New York, 500 Grand Concourse #424, Bronx, NY 10451. AA, EOE, M/F.

Chief librarian. Responsible for all aspects of library services for small, rural community college. 12-mo. position reporting to the vice president. ALA-accredited MLS and 2 yrs.' professional experience required. Salary low to mid-\$20s. Available July 1. **Send resume, transcripts, and 3 references by April 20 to: Vice President, 3 Rivers Community College, Poplar Bluff, MO 63901.** An equal-opportunity, affirmative-action employer.

Circulation department chairperson. Manages the circulation/reserves desk, microforms/media and copy center, and stacks. Supervises 20+ FTE plus students. Responsible for the operation of a multicampus, online circulation control system. Active involvement in planning for conversion to an integrated library system. **QUALIFICATIONS:** ALA-accredited MLS. Supervisory experience and interest in library systems applications. Superior planning, problem-solving, and interpersonal communication and writing skills, combined with flexibility, initiative, and energy. Minimum of 2 yrs.' experience in circulation or other access services highly desirable. Salary and benefits: \$25,000+ d.o.q., tenure-track,

supportive environment for scholarship and service. TIAA/CREF, 24 days' annual leave. **Send letter of application, resume, and 3 references before June 1 to: Janice S. Boyer, University Library, University of Nebraska at Omaha, Omaha, NE 68182-0237. AA, EOE.**

College librarian (search reopened), Castleton State College. Castleton seeks a dynamic individual to serve as the full-time head librarian in a small academic library. 12-mo. appointment carrying faculty rank for the 1988-89 AY. Responsibilities include supervision of day-to-day operations of the college library and its staff; directing planning and implementation of library automation; managing the collection and its development; performing bibliographic instruction; teaching up to 6 student credit hrs. each semester and during the summer session; managing college archive. **QUALIFICATIONS INCLUDE:** An MLS, 3-5 yrs.' library administrative experience, and substantial familiarity with library automation. A 2nd master's or doctorate in liberal arts contents area is preferred. Approximate salary for successful candidate with 5 yrs.' full-time experience, MLS, and 2nd master's is \$26,000. Actual salary is based on degrees and experience. Excellent fringe benefits. **Send letter of application, resume, and 3 letters of reference by May 1 to: Joseph T. Mark, Academic Dean, Castleton State College, Castleton, VT 05735.** Equal-opportunity employer.

Conservation librarian. Participates in the development and implementation of preservation activities, including: preservation education of staff and users, monitoring of environmental conditions of the collections, assisting with daily problem solving required in preservation, review of materials with bibliographers, and conservation of materials. Performs bibliographic searching, creates and maintains records. Qualifications: MLS degree from an ALA-accredited library school and experience in library preservation are required; education in library preservation and experience in an academic library are desirable. Minimum salary: \$19,152. **Application deadline, April 30.** A letter of application, resume, and 3 letters of reference should be sent to: **Personnel Office, Washington University, Campus Box 1184, One Brookings Dr., St. Louis, MO 63130.** Employment eligibility verification is required upon employment. Washington University is an equal-opportunity, affirmative-action employer.

Conservator, Boston College. Responsible for designing and implementing a comprehensive program of book and paper conservation for the Burns Library of Rare Books and Special Collections at Boston College, a repository of over 60,000 volumes and 100,000 manuscripts with special strengths in Jesuitana, British Catholic authors, Irish culture, and Boston history. The conservator will administer to the physical needs of the collection, using a new and fully equipped conservation laboratory. This position will also assist the Burns librarian in long-term preservation planning and be a resource person for the university libraries in general preservation planning and training. The Burns Library also has a hand press room that will provide an opportunity to do occasional work in the area of specialized printing. **QUALIFICATIONS:** A minimum of 3 yrs.' experience in conservation services and a thorough knowledge of conservation practices in paper conservation and specialized book repair. Some experience in preservation planning and training, with excellent communication skills. Knowledge of the history of fine printing and a background in chemistry or a related discipline is desirable. Salary from \$25,500, depending on qualifications. Boston College offers its 14,000 students and almost 700 faculty the advantages of a strong liberal arts institution with outstanding graduate and professional programs. The new O'Neill Library provides an attractive,

intensively used, highly automated environment for study and learning. The Bapst and Burns libraries are newly renovated and opened in 1986. Benefits: Wide range of insurance programs with tuition remission and one month's vacation. **Applications received by May 1 will receive priority consideration.** To apply: Send resume and names of 3 references to: Mary McMillan, Employment Manager, Dept. of Human Resources, Boston College, Chestnut Hill, MA 02167. Boston College is an equal-opportunity, affirmative-action employer.

Coordinator of library user education. The University of Wisconsin-Madison is accepting applications for the position of coordinator of library user education for the General Library System (GLS). This is an acad. staff appt.; benefits incl. 22 vacation days, sick leave, group health & life insurance, & a state retirement plan. Salary range: \$29,158-\$43,738. The UW-Madison campus serves a student pop. of more than 43,000 with a faculty of over 3,000. The GLS includes Memorial Library, the main library on campus; College Library, the undergraduate library; & 13 subject-oriented libraries. A campuswide committee coordinates library user education programs in GLS & other libraries on campus. **QUALIFICATIONS:** MLS from an ALA-accredited program; demonstrated written & oral communication skills; minimum of 4-5 yrs. public service exp. in an academic library, with demonstrated leadership & involvement in instructional activities. Direct exp. in incorporating innovative technologies in library instruction programs is highly desirable. **RESPONSIBILITIES:** Coordinates the development & implementation of a plan for library instruction for the 15 libraries in the GLS & acts as liaison to the other libraries on campus. Assists staff in improving teaching skills, particularly through the use of new technology. Encourages participation of all GLS professional staff in user programs. Coordinates ongoing needs assessment & evaluates studies. Maintains a campuswide clearinghouse for instructional materials. Coordinates the collection of instructional program statistics for the GLS & provides narrative & stat. reports regarding these programs. Plays an active role in building better communication, interest, & support for library instruction within the academic community. The coordinator for library user education reports to the assistant director for reference & information services. **Application deadline: April 18.** A letter of application, resume, & names, addresses, & ph. nos. of 3 references who can speak specifically to the candidate's qualifications for this position should be sent to: Priscilla Neill, Assistant Director for Personnel, 369 Memorial Library, Univ. of Wis.-Madison, 728 State St., Madison, WI 53706. An EEO, AA employer.

Coordinator of technical services (reopened). 12-mo., tenure-track position with faculty rank and status responsible for all areas of technical services (both automated and manual) including acquisitions, cataloging, processing, and serials. Assist in public service and teach in bibliographic instruction program as needed. **REQUIRED:** An ALA-accredited MLS, knowledge of OCLC or some other bibliographic utility, AACR2, Library of Congress classification. Also good communication and interpersonal skills are necessary. Gainesville College, a 2-year unit of the University System of Georgia, is a coeducational, nonresidential community college located in a growing area 50 miles northeast of Atlanta. Minimum salary: \$20,000. Starting date: July 1. **Application deadline: April 29.** Send letter of application, resume, all official transcripts, and 3 letters of reference to: Norma R. Seerley, Chair, Search Committee, Gainesville College, Box 1358, Gainesville, GA 30503. Gainesville College is an affirmative-action, equal-employment, and educational-opportunity institution.

Bucknell University Reference Librarian/ Coordinator of Database Searching

Librarian to coordinate online—including user-directed—database searching, as part of an integrated reference services program. This position will provide training and updating for library staff, faculty, and students, and promotion of the service. Additional responsibilities: reference desk assistance (some evenings and weekend assignments), user instruction, and collection development. **REQUIRED:** ALA-MLS and training in database searching. **PREFERRED:** Science background. Minimum salary \$19,000. Applications will be accepted until the position is filled; **for maximum consideration please send resume and names of 3 references by April 30 to:**

Ann de Klerk
Director of Library Services
Ellen Clarke Bertrand Library
Bucknell University
Lewisburg, PA 17837

Applications from members of minority groups
are encouraged.

Curator of manuscripts/field collector at Arizona State University. Reports to the head of the Department of Archives and Manuscripts and is responsible for the supervision, coordination, and direction of the department's manuscript and archival processing (50% of position); assists the department head in the acquisition of manuscript collections and the appraisal of university records (25% of position); and serves as a unit head for the University Archives (25% of position). **SALARY:** \$20,000 and up, dependent on qualifications. **REQUIRED QUALIFICATIONS:** ALA-accredited MLS degree (OR, master's degree in history or a related discipline AND formal coursework in archival administration); experience in the administration, processing, and cataloging of archival and manuscript collections; experience in the acquisition of primary source materials and/or the archival appraisal of institutional records; evidence of supervisory potential; one yr.'s experience in a manuscript repository or archives; strong oral and written communication skills. **Preferred:** Professional experience in a manuscript repository or archives; ALA-accredited MLS degree; experience working with the AMC-MARC format and/or automated databases or packaged software for manuscript control and access; successful supervisory experience; knowledge of Arizona and/or Southwestern history; reference experience. **APPLICATION DEADLINE:** Recruitment will remain open until the position is filled. **To ensure consideration, applications should be received by April 30.** Send letter of application which addresses all of the qualifications listed above, a current resume, and the names, addresses, and telephone numbers of 4 recent references to: Constance Corey, Assistant University Librarian, Hayden Library, Arizona State University, Tempe, AZ 85287-1006. ASU is an affirmative-action, equal-opportunity employer.

Database services librarian, University of Michigan. **RESPONSIBLE FOR** supporting services relating to bibliographic and nonbibliographic electronic data within the Graduate Library reference department and other Graduate Library units, including assisting users and library staff in the acquisition and use of bibliographic databases and full-text and data files in the humanities and social

sciences and monitoring the online services budget for the Graduate Library. As part of the Graduate Library reference department, the database services librarian provides a broad range of reference services to students and faculty including: research consultations, faculty liaison, online search services, and bibliographic instruction. In addition, the librarian serves as a selector for the Graduate Library collection in one or more humanities or social science disciplines with responsibility for collection development, and fund management and user liaison. The Graduate Library is the primary research collection for humanities and social sciences comprising over 2.5 million volumes. **REQUIRED:** MLS. Minimum of 2 yrs. relevant experience, preferably in a research library. Demonstrated oral and written communication skills. Knowledge of computer applications. Familiarity with online information resources, including bibliographic and nonbibliographic data and text resources. Demonstrated familiarity with microcomputers. **DESIRED:** Demonstrated knowledge of and experience with collection management; graduate degree, graduate coursework, or substantial experience in appropriate academic discipline; working knowledge of one or more Western European languages. Minimum salary of \$23,000 dependent on previous relevant experience. **Applications received by April 30 will be given first consideration.** Apply to: Lucy Cohen, Manager, Library Personnel Office, 404 Hatcher Graduate Library, The University of Michigan, Ann Arbor, MI 48109-1205. A nondiscriminatory, affirmative-action employer.

Director of collection management. Emory University seeks an experienced, energetic, and creative individual to provide leadership in building the collections of the General Libraries. Director of CM reports to the director of libraries; works closely with staff and faculty on development of collections; participates in overall library management; plans, organizes, and monitors comprehensive collection development program with budget in excess of \$2 million for all formats; administers domestic and foreign approval plans; establishes and communicates collection objectives throughout the system; represents Emory in forums and in nationwide cooperative collection programs; participates in library development activities. The CMD consists of 3 bibliographers, 25 part-time librarian selectors, a search unit, and other support staff and students. **QUALIFICATIONS:** ALA-accredited MLS or its equivalent; working knowledge of 2 foreign languages, at least one modern European; knowledge and appreciation of the broad range of scholarly interests in a major research university; experience as bibliographer and administrator with substantial experience in the management of collection development, budget development, and analysis; experience with automated library systems; strong demonstrated interpersonal and leadership skills. Additional subject master's preferred. Salary and rank dependent upon qualifications and experience, not less than \$37,500 per annum. Comprehensive benefits. **Review of materials begins May 1,** and continues until appointment is made. Send letter of application, resume, and names, addresses, and telephone numbers of 3 references to: Janet T. Paulk, Library Personnel Officer, Robert W. Woodruff Library, Emory University, Atlanta, GA 30322. **NOTE:** New director of libraries will participate in the interview process. Emory University is an equal-opportunity, affirmative-action employer.

Director of instructional support services. Emory University seeks an experienced, energetic, and creative individual who can define, plan, organize, direct, and expand audiovisual programs in support of teaching, research, and administrative functions primarily for the Arts and Sciences and Business schools. The director of ISS reports to the director of libraries; works closely with senior library staff and faculty on ISS programs;

**Milbank Memorial Library
Teachers College • Columbia University
Catalog Librarian
(Record Maintenance)**

Under the direction of the head, bibliographic control unit, catalogs monographs using the RLIN system; performs online and manual catalog maintenance; supervises online input of retrospective conversion projects; responsible for maintenance and supervision of filing in the public catalogs and the shelflist; participates in collection development activities. MLS from ALA-accredited program, knowledge of AACR2, LCSH, LC classification, ALA filing rules; experience using the RLIN system; excellent oral and written communication skills; preference given to candidates with at least 2 yrs. cataloging experience. This position offers the opportunity to work with an outstanding research collection serving the educating, psychological, and health service professions and contributes to the development of librarywide policies and practices in cooperation with other departments.

Benefits include BC-BS, major medical, dental, visual, and flexible spending plans; TIAA/CREF retirement plan; tuition exemption; and 13 paid holidays and 23 vacation days.

Salary: \$22,000.

Send your resume and the names and addresses of 3 references by April 15 to:

**Library Director • Box 69
Milbank Memorial Library
Teachers College • Columbia University
525 W. 120th St. • New York, NY 10027**

Teachers College is an equal-opportunity, affirmative-action employer.

participates in overall library management; prepares and administers a budget which generates income; participates in library development activities related to ISS; and has collection development responsibilities. ISS includes 2 departments (instructional support and production and presentation—composed of audiovisual services, production center, media equipment support unit, repair shop, language and music labs, reserve room, and nonprint collection) staffed by 2 professionals, 13 support staff, and 35 student assistants. **QUALIFICATIONS:** ALA-accredited MLS or master's in educational media or instructional technology or their equivalents; knowledge and appreciation of the broad range of instructional media in a major research university; extensive experience in media operations; technical expertise in the design, development, and use of all media formats; broad understanding of media hardware systems, nonprint collection development, and computer applications and their use in the educational process; substantial experience in program planning, implementation, and management; budget analysis and development; demonstrated interpersonal, administrative, and leadership skills; and experience in an institution of higher education. Salary and rank dependent upon qualifications and experience; salary not less than \$35,000 per annum. Comprehensive benefits. **Review of materials begins May 1** and continues until appointment is made. Send letter of application, resume, and names, addresses, and telephone numbers of 3 references to: Janet T. Paulk, Library Personnel Officer, **Robert W. Woodruff Library, Emory University, Atlanta, GA 30322**. NOTE: New director of libraries will participate in interview process. Emory University is an equal-opportunity, affirmative-action employer.

Director of library services. Greensboro College seeks a director to provide innovative leadership for library renovation and automation projects. Greensboro College is a small, independent, liberal arts/professional college. **QUALIFICATIONS:** ALA-accredited MLS; 2nd advanced degree desired. Candidate should demonstrate significant management experience in an academic library. Background in automation, building program, and public relations desirable. **RESPONSIBILITIES:** Report directly to the dean of the college. Responsible for budget, personnel, collection development, and overall management of library services. Major responsibilities for development of building and automation

programs. Salary: mid-\$20s. **Application deadline April 22.** Submit letter of application, resume, and 3 letters of reference to: Whitney G. Vanderwerff, Dean of the College, **Greensboro College, 815 W. Market St., Greensboro, NC 27401-1875**.

Director of library services, the University of Maryland University College. Responsible for providing library services to students enrolled in courses on- and off-campus and in independent study. Creative means of providing services must be found without reliance on a traditional library collection. The director functions as liaison with the University of Maryland system and other libraries and develops procedures for facilitating University College user access to information. **QUALIFICATIONS:** MLS preferred plus 2 yrs. experience in library services; experience in administration and budget preparation; knowledge of computer applications. **SALARY:** \$25,000–\$30,000. **For position description, address (before April 15 with final application due April 22):** David C. Montgomery, Associate Vice Chancellor, Academic Affairs, **University of Maryland University College, University Blvd. at Adelphi Road, College Park, MD 20742-1600**. The University of Maryland University College is an equal-opportunity, affirmative-action employer.

Director of the library. Carlow College seeks applications for the position of director of library services. Successful candidate will possess ALA-MLS, preferably additional subject master's, a minimum 3 yrs. administrative experience in an academic library, ability to provide leadership in collection building and fundraising, ability to maintain strong program of bibliographic instruction. Strong communication skills; ability to work with faculty, administrators, and students, and experience with integrated library systems are all essential. Salary: \$25,000 minimum. **Applications due April 29.** Submit letter, resume, names of 3 references to: Sr. Grace Ann Geibel, V.P. for Academic Affairs, **Carlow College, 3333 Fifth Ave., Pittsburgh, PA 15213**. Affirmative-action employer.

Germanic studies bibliographer, University of California/Los Angeles. Responsible for collection development relating to Germanic and Northern European studies; collection analysis, initiation of individual orders, monitoring of approval plans, and review of gift material. Assists in making preservation decisions for the Germanic collections; may be called upon to participate in variety of

teaching, research, or other academic programs. **QUALIFICATIONS:** Graduate study with focus on Germanic studies or equivalent background required. Strong German language skills required; working facility in Dutch or a Scandinavian language desirable. Salary: \$29,376–\$52,488. **Candidates applying by May 31 will be given first consideration.** To be considered for this position, write to: Rita A. Scherrei, Director of Administrative Systems and Personnel Services, **University Research Library, UCLA, Los Angeles, CA 90024-1575**. Include application letter, resume, and 3 references. In compliance with the Immigration Reform and Control Act of 1986, all persons hired after Nov. 6, 1986, will be required to show proof of their identity and right to work in the United States. UCLA is an equal-opportunity, affirmative-action employer. Librarians at UCLA are represented by an exclusive bargaining agent, the American Federation of Teachers (AFT).

Head, circulation and binding, University of Illinois Library at Urbana-Champaign. Regular, full-time, tenure-track position, available July 1. Reports to director of general services, responsible for management of 3 major, highly visible units in university library: central circulation, bookstacks, and binding. **PRIMARY RESPONSIBILITIES INCLUDE:** setting goals, monitoring performance, and solving problems of these units; providing prompt and often-specialized service to patrons and groups; maintaining strong cooperative relationship with 35 departmental libraries and reading rooms and with faculty, ensuring maximum accessibility to bookstacks collection and supervising its proper maintenance and preservation; assuring that commercial and in-house binding conforms to preservation standards; and managing large personnel, equipment, and binding budgets. (Complete job description available upon request.) **REQUIRED QUALIFICATIONS:** MLS from ALA-accredited school or its equivalent; minimum of 5 yrs. professional experience, 2 of which are administrative and supervisory, in a large research library; evidence of developed skills in communication and in interpersonal relations; evidence of ability to provide effective public service; evidence of ability to meet university standards for research and publication. **Preferred qualifications:** Ability to meet requirements for appointment at rank of Associate Professor with tenure; administrative experience in circulation and/or binding units; experience in collection management and automated systems. **Desired qualifications:** Working knowledge of at least one foreign language. Librarians have faculty rank. Appointment at Associate Professor preferred, but consideration will be given to applications meeting requirements at Assistant Professor level. Salary: \$25,000 upward, depending on qualifications and experience. **Application/nomination deadline May 16.** Send letter of application and complete resume with names, addresses, and telephone numbers of 5 references to: Norman B. Brown, Chair, Search Committee, **c/o Library Personnel Office, 127 Library, University of Illinois Library at Urbana-Champaign, 1408 W. Gregory Dr., Urbana, IL 61801; 217-333-4163**. AA, EEO employer.

Head, Information and Library Studies Library, and Graduate Library selector, University of Michigan. Responsible for the administration of the Information and Library Studies Library (ILSL) facility, including the supervision and evaluation of 2 FTE regular staff, management of personnel/collection/nonpersonnel budgets, and program development. The ILSL, reporting to the Graduate Library reference department, serves the needs of the faculty and students in the School of Information and Library Studies and the staff of the libraries of the university. In addition, the librarian holds reference and selection responsibilities within the Graduate Library, including research consultations, the development and management of the collection in one or more disciplines in the

humanities and social sciences, managing the appropriate book fund(s), and serving as the library's primary contact for faculty and graduate students working in these disciplines. The Graduate Library is the primary research collection for the humanities and social sciences, comprising over 2.5 million volumes. **REQUIRED:** MLS. Minimum of 3 yrs.' relevant experience, preferably in a research library. Demonstrated oral and written communication skills. Knowledge of computer applications. Familiarity with online information resources. **DESIRED:** Demonstrated knowledge of analytic/statistical methods in evaluating service and experience with collection management. Graduate degree, graduate coursework, or substantial experience in appropriate academic discipline. Working knowledge of one or more Western European languages. Relevant supervisory experience. Minimum salary of \$23,000 dependent on previous relevant experience. **Applications received by April 30 will be given first consideration.** Apply to: Lucy Cohen, Manager, Library Personnel Office, 404 Hatcher Graduate Library, University of Michigan, Ann Arbor, MI 48109-1205. A nondiscriminatory, affirmative-action employer.

Head, information services department, Syracuse University Library. Plans, develops, manages, and evaluates the services, facilities, and resources of the information services department (ISD), including reference and information desk, instructional services, online search services, government documents, and maps. Supervises 15 librarians and 11 support staff. Reports to the associate university librarian for public services. Provides, through ISD staff, an array of user services to the faculty, students, and staff of Syracuse University and to the larger scholarly community. Requires a graduate degree from an ALA-accredited library school and at least 4 yrs.' experience in an academic or research library, preferably in public services. Experience in supervision of full-time staff. Demonstrated planning, management, and interpersonal skills. Excellent written and oral communication skills. Preference will be given to candidates with an additional subject degree in the social sciences and experience in collection development. Salary: \$32,000 minimum, depending upon experience and qualifications. **Applications received by May 15 will be given first consideration.** Send letter of application, resume, and names of 3 references to: Search Committee for Head, Information Services Department, **Syracuse University Library, Office of Human Resources, Syracuse University, Syracuse, NY 13244.** Syracuse University is an equal-opportunity, affirmative-action employer. The university is particularly interested in applications or nominations of women and minorities.

Head librarian, Atlanta College of Art. **RESPONSIBILITIES:** Administering, planning, and coordinating all library activities, including budget, book, serial, and audiovisual collection development, cataloging, bibliographic instruction, automation, and space use. Reports to academic dean; supervises 2 full-time staff and several student assistants. Collection contains 22,000 books and catalogs, 200 periodicals, 50,000 slides, and 1,300 artists' books and videos. Located in Atlanta's cultural center, the Atlanta College of Art is a fully accredited private undergraduate institution offering the BFA degree and enrolling about 300 students. The library also serves the staff of the High Museum, Atlanta Symphony, and Alliance Theater, and is a member of the University Center in Georgia library consortium, which includes all the major academic and public collections in the metropolitan Atlanta area. **QUALIFICATIONS:** MLS from an ALA-accredited institution; demonstrated excellent managerial, planning, leadership, interpersonal, and communication skills; significant experience in an art or visual resources collection; ability to work effectively

Science Reference Opportunities at Arizona State University

Arizona State University, home of the beautiful Noble Science and Engineering Library, seeks 2 outstanding science reference librarians: an **entry-level** subject specialist for the physical sciences and an experienced subject specialist for engineering. Both librarians will be responsible for collection development, including selection of materials and collection evaluation; online searching; faculty liaison; orientation and instruction; and reference service on a rotating schedule which includes evenings, weekends, and holidays.

1) **Physical Sciences Subject Specialist.** Salary: \$19,500 and up, dependent on qualifications and experience. **REQUIRED QUALIFICATIONS:** ALA-accredited MLS degree or foreign equivalent; strong background in science (academic training and/or experience); knowledge of science reference tools; demonstrated written and oral communication skills. **Preferred:** Undergraduate or graduate degree in the physical sciences; experience in academic reference service; experience in collection development in an academic or research library; training and/or experience in using DIALOG, BRS, or STN.

2) **Engineering Subject Specialist.** Salary: \$25,000 and up, dependent on qualifications and experience. **REQUIRED QUALIFICATIONS:** ALA-accredited MLS degree or foreign equivalent; academic training and/or experience using engineering/technology information sources; knowledge of science reference tools; 4 yrs.' experience in an academic, research, or special library; experience in collection development in an academic or research library, including approval plans, collection assessments, and other collection development and evaluation methods; experience in using DIALOG, BRS, or STN; demonstrated written and oral communication skills. **Preferred:** Undergraduate or graduate degree in engineering.

APPLICATION DEADLINE: Recruitment will remain open until the positions are filled, with review of applications beginning on May 15. Please apply separately for each position in which interested. Send letter which addresses all stated qualifications, current resume, and names, addresses, and telephone numbers of 4 recent references to: **Constance Corey, Assistant University Librarian, Hayden Library, Arizona State University, Tempe, AZ 85287-1006; 602-965-3417.**

ASU is an affirmative-action, equal-opportunity employer.

with faculty, students, and staff; experience with automation options for AV and book cataloging. Salary: Commensurate with qualifications and experience (low to mid-\$20s). Position is available immediately. Applications should include resume; names and numbers of 3 professional references; and a statement of your ideas on the place of the library in a professional art college. Send to: Academic Dean, Library Search, **Atlanta College of Art, 1280 Peachtree St. N.E., Atlanta, GA 30309.** AA, EOE.

Head of collection development. The College of Mount St. Joseph in Cincinnati, Ohio, seeks a dynamic librarian with public services orientation and an understanding of the role of collection development in an academic environment. **PRIMARY DUTIES INCLUDE:** Providing leadership in the development, evaluation, and maintenance of the library's collection in collaboration with liaison librarians and faculty, and providing reference services. Other duties include coordinating online services and providing support to the bibliographic instruction program. Some evenings and weekends required. Ability in planning, communicating, and problem solving. **QUALIFICATIONS:** ALA-accredited MLS; experience preferred but willing to consider recent graduate with outstanding potential. Salary \$19,500 plus benefits. The College of Mount St. Joseph is a coeducational baccalaureate institution of 2,200 students recognized for its high academic standards and innovative programs combining the liberal arts with career preparations. **To apply, submit resume and 3 references by May 1 to:** Cheryl C. Albrecht, Director, **College of Mount St. Joseph Library, Mt. St. Joseph, OH 45051.** We are an equal-opportunity employer.

Head of reference (search extended). Responsible for reference services in a university library of 850,000 volumes. Reports to associate director for public services. **DUTIES INCLUDE:** Supervision of departmental personnel, online searching, collection development, and bibliographic instruction. Candidate should have demonstrated planning, supervisory, and communication skills and a commitment to responsive and innovative reference service. Must be able to evaluate effectiveness of service and implement changes to include increased emphasis on automation.

REQUIRED QUALIFICATIONS: ALA-accredited MLS and subject master's, reference experience in a medium to large academic library; evidence of professional development. **SALARY:** \$27,000 minimum, 10.5-month contract, faculty status, tenure track. **The Search Committee will begin a review of applications on May 2;** applications will be accepted until the position is filled. Send letter of application, resume, and 3 letters of reference to: Mickey M. Sparkman, Associate Director for Public Services, **Lamar University Library, POB 10021, Beaumont, TX 77710.** An EO, AA employer.

Head of special collections, University of Nevada/Las Vegas. Reports to library director and administers special collections department containing university archives, rare books, and collections on Nevada, gambling, and culinary arts. **RESPONSIBILITIES:** Supervising one professional and 1.5 classified staff; establishing departmental priorities, policies, and procedures; acquiring and organizing manuscript and university archival materials; providing reference service; preparing occasional exhibits and brochures; participating in fundraising and outreach efforts; acting as departmental and library preservation coordinator; and serving on library and university committees. **QUALIFICATIONS:** ALA-accredited master's degree; formal training and experience in manuscript or archival processing and in state-of-the-art preservation and planning techniques; demonstrated planning, supervisory, and communication skills; 3 yrs.' progressively responsible professional special collections experience, preferably in an academic library; ability to work harmoniously with co-workers, donors, and patrons. Record of professional involvement preferred. Knowledge of application of computer technology to special collections desired. Salary range: \$27,000-\$30,000 depending on qualifications and experience. **Application deadline: May 15.** Faculty status, 12-mo. appointment, 24 days' vacation, fringe benefits. No state income tax. Send letter of application; resume; and names, phone numbers, and addresses of 3 references to: Mary Dale Deacon, Director of Libraries, **University of Nevada/Las Vegas, 4505 Maryland Parkway, Las Vegas, NV 89154.** UNLV is an AA, EEO institution.

BERKELEY
Chemistry Librarian
Search Reopened

Manage public and technical services as well as collection development and preservation activities. Responsible for planning the operational needs of this branch library and evaluating its operational success. Represent the Chemistry Library in faculty and departmental meetings and professional associations.

REQUIRES MLS degree, substantial experience in a scientific research library. Special consideration given candidates with undergraduate degree in chemistry or other physical science. Successful management ability and professional achievement expected.

Full job description on request. Appointment salary range \$31,008-\$44,676 per annum. **Application deadline May 1.** Send resume including names and addresses of 3 professional references to:

William E. Wenz
Director for Library Personnel
Rm. 447 Library
University of California
Berkeley, CA 94720

The University of California is an equal-opportunity, affirmative-action employer.

Head, Science and Technology Library. Syracuse University Library. Plans, develops, manages, and evaluates the services, facilities, and collections of the Science and Technology Library and the Mathematics, Physics, and Geology libraries. Will be responsible for long-term planning for improved Science and Technology Library facilities. Supervises 6 librarians and 9 support staff. Reports to the associate university librarian for public services. **REQUIRES:** Graduate degree from an ALA-accredited library school; at least 4 yrs.' experience, preferably in an academic or research library public service environment; supervision of full-time staff; collection development experience in the sciences; demonstrated planning, management, and interpersonal skills; excellent oral and written communication skills; familiarity with trends and developments in automation. An undergraduate or graduate degree in the sciences preferred. Salary: \$32,000 minimum, depending upon experience and qualifications. **Applications received by May 1 will be given first consideration.** Send letter of application, resume, and names of 3 references to: Search Committee for Head, Science and Technology Libraries, **Office of Human Resources, Syracuse University, Skytop Offices, Syracuse, NY 13244.** Syracuse University is an equal-opportunity, affirmative-action employer. The university is particularly interested in applications or nominations of women and minorities.

Head, serials cataloging section. AVAILABLE: July 1. Librarian in charge of the serials cataloging section in the catalog department. Supervises 3 professional librarians, 6 paraprofessional staff members, one graduate assistant, and student assistants. Management of cataloging serials and providing analytic cataloging for the principal library of a major research university. **QUALIFICATIONS:** MLS from an ALA-accredited school, familiarity with OCLC and LC classification and subject headings. 5 yrs.' experience cataloging serials. Strong experience with retrospective conversion of serials and familiarity with Western European languages desirable. Supervisory experience. **SALARY AND BENEFITS:** 12-mo. academic appointment. \$30,000 minimum annual salary and standard state benefits of annual and sick leave, insurance, and retirement plan. **DEADLINE FOR**

Search Reopened
Associate Librarian for Personnel
Harvard College Library

The Harvard College Library, with a staff of 450 located in 11 separate library units, is seeking an associate librarian to provide the leadership for and administration of the library's personnel program. The associate librarian will report directly to the librarian and serve as a member of senior management. **QUALIFICATIONS:** MLS or equivalent; significant training, experience, and/or education in personnel/human resource management; appropriate professional library experience in a research library; knowledge of and experience with library personnel programs; demonstrated written and verbal communication skills; negotiation/conflict resolution skills; ability to work as a member of a team while providing administrative leadership for a diverse system of libraries operating within a faculty and university structure.

Librarian III rank. Salary dependent on qualifications, from \$40,000. Good benefits package. Available now. Review of applications will continue until position is filled. Resume to:

Library Personnel Office
98 Widener Library
Harvard University
Cambridge, MA 02138

An equal-opportunity, affirmative-action employer

APPLICATIONS: May 1. TO APPLY: Send letter of application, resume, and names of 3 references to: Barbara DeLon, Library Personnel Officer, **CB #3900, Davis Library, The University of North Carolina at Chapel Hill, Chapel Hill, NC 27599.** An equal-opportunity, affirmative-action employer.

Head of the serials cataloging section. The University of Chicago Library is seeking a head of the serials cataloging section. This position reports to the head of the serials department. As one of 3 departments in the technical services division, the serials department processes and binds over 48,000 current serials publications. The University of Chicago Library data management system and CONSER data, as well as manual procedures, are used in the department. **SUMMARY RESPONSIBILITIES:** Provides and maintains bibliographic access to the library's resources of serial publications in all Roman and non-Roman languages in all subject areas. Manages serial cataloging section. Establishes and maintains procedures. Plans staffing and workflow. Supervises directly all professional and clerical staff assigned to the unit. Coordinates assigned operations with other sections and departments in the technical services division and throughout the library. (For position description, contact personnel officer.) **QUALIFICATIONS:** Graduate library degree from an ALA-accredited program is required. 3-5 yrs.' experience in an academic library, including at least 2 yrs. in serials cataloging; good knowledge of AACR2 rules; some supervisory experience; experience in cataloging in an automated environment and with use of serials data in machine-readable form. Good to fluent French and German; working knowledge of other European languages. Appointment salary will be determined based on experience and qualifications. Salary range begins at \$21,868 per year. Benefits package includes health and life insurance, contributory retirement plan, 22 vacation days, 11 university and personal holidays, and sick time allowance. Tuition scholarship for children is available. Letter of application should include curriculum vitae and names, addresses, and telephone numbers of 3 references. **Applications received by May 1 will be assured consideration.** Please submit application to: Personnel Officer, **University of Chicago Library, 1100 E. 57th St., Chicago, IL 60637.** The University of Chicago is an equal-opportunity employer.


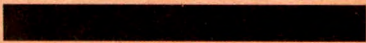
Librarian. Challenging position for enthusiastic service-oriented generalist. **RESPONSIBILITIES INCLUDE:** reference assistance, bibliographic instruction, collection development, and DDC-OCLC cataloging. Successful candidate will have an ALA-accredited MLS, 2

yrs.' experience, demonstrated ability to work well with faculty and students, and eligibility for California Community College Librarian & Instructor credentials. Familiarity with automation and audiovisual materials are preferred qualifications. Antelope Valley College is a rapidly growing community college in the High Desert 60 miles north of Los Angeles. Excellent opportunity for professional growth. Salary \$22,804-\$28,161 for this 10-mo. position with excellent fringe benefits. **Submit district application and resume by Fri., April 29, to: Linda Millner, Office of Personnel, Antelope Valley College, 3041 W. Ave. K, Lancaster, CA 93536; 805-943-3241.** EEO, AA employer.

Librarian, head of technical services. RESPONSIBLE FOR the operation of the technical services department in a liberal arts college library undergoing a major renovation and expansion project of which an integral feature is the installation of an automated catalog. Principal duties include: supervision of a staff of 3.5 FTE; cataloging of all classified print, media, and music materials; and selection for the general collection. **QUALIFICATIONS:** master's degree from an ALA-accredited library school. Experience in cataloging on OCLC following AACR2 rules; working knowledge of the LC classification system, previous supervisory responsibility, and familiarity with library computer applications desirable. Minimum salary: \$19,500. Position available July 1. **Send letter of application, resume, and 3 letters of reference by April 29 to: James Phifer, Vice President for Academic Affairs, Coe College, Cedar Rapids, IA 52402.** AA, EOI.

Library director. University of Minnesota/Duluth is seeking a dynamic person with strong leadership abilities to head its Library & Learning Resources Service currently housing well over 400,000 volume equivalents and AV resources. Candidates must have demonstrated abilities to handle diverse administrative and technological responsibilities including collection development, information access, automation planning and execution, public and technical services, instructional support, budget, personnel management, and long-range planning. **MINIMUM QUALIFICATIONS:** Graduate library degree from an ALA-accredited program and 5 yrs.' successful experience in the administration/management of a comprehensive library. An ability to communicate effectively with university officers, faculty, staff, and students. The ability to lead and direct especially in areas of rapidly changing technology. The director reports



POSITIONS OPEN continued on page 289.



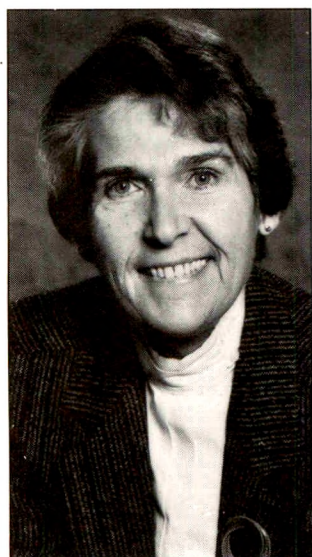
American Library Association 1987 Annual Report

**American Library Association
50 E. Huron St.
Chicago, IL 60611**

**Founded in 1876, the
American Library Association
is the world's oldest and
largest library association
with the purpose of providing
leadership for the develop-
ment, promotion and
improvement of library and
information services and the
profession of librarianship.**



Letter from the President



The strength and vitality of America's libraries are a result of the diversity of our collections, our users and staff.

As librarians and library workers, we combine a love of knowledge and a desire to share information with the skills and energy needed to bring people the resources and services they need.

Ours is an association as diverse as the library world. During 1987, our attention was drawn toward many issues, some internal and some external.

Concern was felt for the viability of small divisions and an agreement was worked out to enable the Association of Specialized and Cooperative Library Agencies (ASCLA) to continue its activities. The ALA Council voted to join the National Council for the Accreditation of Teacher Education (NCATE) and participate in the accreditation of schools

offering certificates for school librarians.

Diverse, energetic and enthusiastic, the American Library Association continues to be a vital and healthy organization. Our meetings are open, filled with content and exhilarating. We use our conferences as a place to meet colleagues, exchange ideas and hear from provocative, informative speakers. Changes occur. Decisions are made. Growth and development take place.

It has been a pleasure and a privilege to have been a part of it all.

Regina U. Minudri

Regina U. Minudri
ALA President, 1986-87

Leadership

Margaret E. Chisholm, director of the Graduate School of Library and Information Science of the University of Washington, took office as ALA's 1987-88 president with the theme "Visionary Leaders for 2020: Developing Leadership in Human Resources for Library and Information Science." F. William Summers, dean of the School of Library and Information Studies at Florida State University, was elected ALA vice-president/president-elect for 1988-89.

New staff appointments included June Lester as ALA accreditation officer; Edgar S. McLarin, associate executive director for ALA Publishing Services; Linda J. Knutson, executive director of the Library and Information Technology Association (LITA), and Karen Muller, executive director, Resources and Technical Services Division. Patricia Scarry, director of the ALA Chapter Relations Office since 1980, was appointed director of an expanded Membership Services unit.

ALA Officers 1987-88

President

Margaret E. Chisholm, Director
School of Library and
Information Science
University of Washington,
Seattle

President-elect

F. William Summers, Dean
School of Library &
Information Studies
Florida State University,
Tallahassee

Treasurer

Patricia G. Schuman
President
Neal-Schuman Publishers
New York, N.Y.

Past-president

Regina U. Minudri, Director
Berkeley Public Library, Calif.

Executive Director

Thomas J. Galvin

Executive Board

Patricia Wilson Berger, Chief
Information Resources &
Services Division
National Bureau of Standards
Gaithersburg, Md.

Margaret L. Crist
Assistant Director
Boston Public Library, Mass.

J. Dennis Day, Director
Salt Lake City Public Library,
Utah

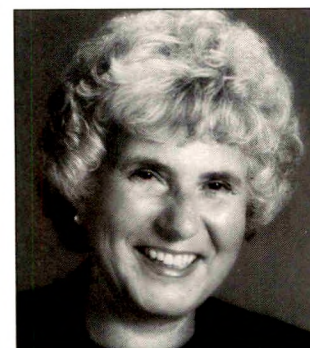
Elizabeth Futas, Director
Graduate School of Library &
Information Studies
University of Rhode Island,
Kingston

Duane F. Johnson, Director
Kansas State Library, Topeka

Carla J. Stoffle
Associate Director of Libraries
University of Michigan,
Ann Arbor

Robert D. Stueart, Dean
Simmons College, Wellesley,
Mass.

Lucille C. Thomas
Adjunct Professor
Graduate School of Library &
Information Studies
Queens College of City
University of New York, N.Y.

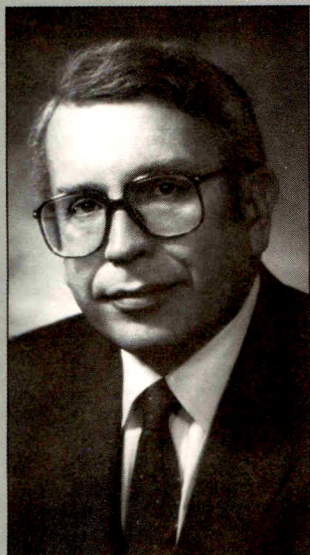


Margaret E. Chisholm,
ALA president, 1987-88



F. William Summers,
ALA president-elect

Executive Director's Report



The year 1987 was one of continued growth for the American Library Association—growth in size, in revenues and resources, in service to members and in influence on behalf of libraries and librarians at local, state, national and international levels.

As of August 31, total ALA membership was a record 45,145. More than 42,000 of these are personal members—again, a new record. Especially impressive is that some 200 of those personal members made a life-long commitment to ALA goals by becoming life members, adding nearly \$300,000 to the ALA endowment.

Divisions and round tables continue to provide impressive evidence of their importance to members. Six divisions and nine round tables experienced significant membership gains. Overall, combined division and round table memberships increased to more than 61,500 in 1987.

Membership participation at ALA conferences reached a new high of nearly 6,500 at the Midwinter Meeting and more than 17,000 at the Annual Conference in San Francisco. The number of exhibitors at both the Midwinter Meeting and Annual Conference has more than doubled in the past twelve years. At the 1987 Annual Conference, more than 1,000 firms and organizations showcased their products for the library market.

ALA continues to provide more and better services and benefits to members. These include upgrading the capabilities of the popular toll-free telephone service, a new preferential credit card option, an improved term life insurance package for personal members and a new "errors and omissions" insurance program for organizational members in response to the serious problem of libraries obtaining adequate liability coverage. With improvements in the automated membership records system, the Membership Records and Chapter Relations offices have been reorganized to provide more efficient service to members and stronger support to ALA chapters.

In 1987, ALA continued to expand its partnerships with other organizations. "Libraries in an Information Society," a compilation of basic statistics about libraries was compiled by the ALA Office for Research and published as the result of a research partnership with the OCLC Online Computer Library Center.

Other successful ventures were the national library card signup campaign launched in partnership with the National Commission on Libraries and Information Science (NCLIS) and the establishment of a Coalition on Government Information with some 40 national organizations sharing ALA's commitment to a society fully informed about the work of its government.

1987 has been a year of significant accomplishment for ALA, its members and staff. Many challenges remain, as we move to address the priorities and goals set forth in our Strategic Long-Range Plan. Not least among these is the need to maintain and enhance the strength that is inherent in the size and diversity of ALA.

We address the future from a position of strength—our membership is at an all-time high, revenues are at record levels, and the commitment of both members and staff to the success of the ALA program is truly impressive. I look forward to working with you to build on that strength.

Thomas J. Galvin
Executive Director

1987 Year in Review

For more than a century, the American Library Association (ALA) has led the way in promoting high-quality library and information services for citizens of the United States and throughout the world.

Through sponsorship of programs and discussion, publications, and other activities, the association provides important information on all aspects of library science and librarianship to the profession, the public and government.

In 1987, significant progress was made in the six priority areas of concern identified in the association's Strategic Long-Range Plan, adopted in 1986. Highlights follow.

Access to Information

ALA's efforts to ensure equality of access to information take many forms.

In 1987, an ALA Washington Office publication "Less Access to Less Information By and About the U.S. Government" was named one of the ten most "censored" news stories of 1986 by Project Censored, a national media research effort conducted at Sonoma State University in California. The report, warning of expanded information controls by the U.S. government, was cited as an example of important news ignored by the media.

The Coalition on Government Information, initiated by ALA to ensure public access to government information, was awarded a \$25,000 grant from the Benton and Field foundations for its first year of operation. Participation has grown to include 40 national organizations, including the American Association for the

Advancement of Science, the National Consumers League and the National Committee Against Repressive Legislation.

Legislation and Funding

A record number of 520 library supporters charged up Capitol Hill to meet with Congressional delegations for the 13th annual Legislative Day held during National Library Week.

Both the U.S. House of Representatives and Senate approved increases in appropriations to library programs despite the Administration's continued opposition to funding. The package included \$3.5 million for a new Higher Education Title II-D Library Technology Program, which provides funding for college libraries to acquire computers and other technology.

Eighteen witnesses testified to Congress for ALA on issues such as "sensitive but unclassified" information, the privatization of government information, electronic pilot projects in depository libraries, the 1990 U.S. Census data, an FCC proposal for access charges to use value-added networks and professional qualifications for future Librarians of Congress.

A milestone was the revision and expansion of ALA's "Federal Legislative Policy," which provides a plan for securing passage of legislation and funding for a second White House Conference on Library and Information Services.

Intellectual Freedom

The ALA Intellectual Freedom Committee issued an Advisory Statement in response to the "library awareness" program sponsored by the Federal Bureau of Investigation (FBI) which asked librarians to report library users who might be from countries hostile to the U.S.

Creation of a Freedom to Read "Honor Roll" recognizing those who have played an active role in support of intellectual freedom through their defense of the First Amendment was announced by the Freedom to Read Foundation. The first awards will be presented in 1988.

The fourth annual Banned Books Week (September 19-24) celebrated the freedom to read with the theme "Commemorating the Bicentennial of the U.S. Constitution." ALA sponsors the event in cooperation with the American Booksellers



Association, the American Society of Journalists and Authors, the Association of American Publishers and the National Association of College Stores.

Public Awareness

National Library Week 1987 (April 5-11) celebrated the international Year of the Reader with the theme "Take Time To Read." Academy Award winner Paul Newman, actress Phylicia Rashad of "The Bill Cosby Show," rock star David Bowie and singer/actress Diahann Carroll endorsed the "Read" message on posters published by the ALA Public Information Office and in public service ads carried by *Time*, *People*, *Family Circle* and other national magazines.

ALA's Year of the Reader celebration included a "Reader's Poll" distributed by more than 750 libraries. About 62,000 readers, including Ann Landers, Julian Bond and President Reagan, cast their votes in categories such as funniest, scariest and best book and favorite place to read.

ALA, with the National Commission for Libraries and Information Science, launched a national campaign to sign up every child for a library card at a kickoff celebration held October 14 on the Mall in Washington, D.C. Among the special guests was Secretary of Education William Bennett, who

Special guests at the national Library Card Signup Campaign Kickoff: Jerald C. Newman, chairman, and Bessie Boehm Moore, vice chairman, of NCLIS; Congressman Major Owens, N.Y.; Margaret E. Chisholm, president of ALA, and Lee Edward, NCLIS Commissioner.

inspired the effort in his report "First Lessons" with the words "Let's have a national campaign... every child should obtain a library card—and use it." The festivities were underwritten by the Pizza Hut BOOK IT! reading incentive program.

The parent-directed message "The Best Gift You'll Ever Give Your Child" served as theme for the first phase of the campaign. Promotional materials were prepared by the ALA Public Information Office. A campaign tip sheet was mailed to every public and elementary school library with funding from the Reader's Digest Foundation. The foundation's grant of \$85,000 also supported production and distribution of radio, tv and print public service advertisements in Spanish and English.

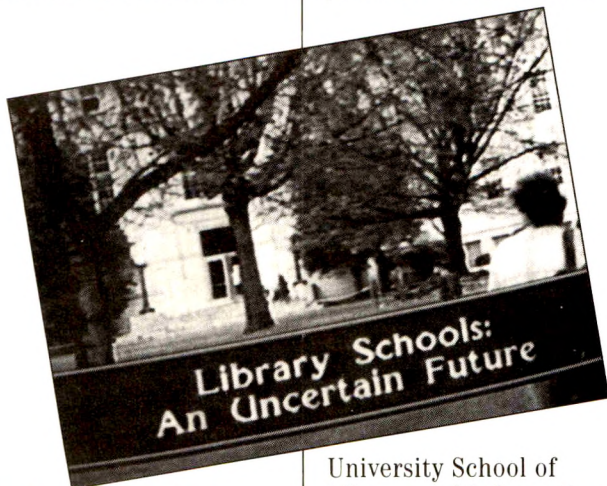
ALA also led the way with activities celebrating the bicentennial of the U.S. Constitution. "Are We to Be a Nation," an exhibit celebrating the 200th anniversary of the U.S. Constitution opened in



Judith Krug, director of the ALA Office for Intellectual Freedom, premieres a set of posters celebrating the Bicentennial of the U.S. Constitution. Assisting is Gene Lanier, of East Carolina University.

March. The traveling exhibition, sponsored with the New York Public Library, will visit libraries in 30 cities over 18 months. Funding was provided by the National Endowment for the Humanities.

A "We The People Resource Book" was published by the Office for Intellectual Freedom in cooperation with the Commission on Public Understanding about the Law of the American Bar Association. The resource book was accompanied by four colorful posters celebrating the Bicentennial of the U.S. Constitution.



ALA's new *Library Video Magazine* reports on issues of concern in the library world.

Also, in 1987, the Coalition for Literacy, founded by ALA, completed a three-year public awareness effort that resulted in more than 350,000 calls to a toll-free number linking adult learners and volunteer tutors with literacy programs. The campaign was supported by public service ads in print and on television valued at more than \$100 million.

Personnel Resources

The ALA Annual Conference continues to be a major forum for professional growth opportunities with more than 2,000 programs, meetings

and exhibits. "Diversity: The Challenge to America's Libraries" was the theme for ALA's 106th Annual Conference held in San Francisco. Speakers at the President's Program sponsored by Regina U. Minudri focused on library services to the disabled, American people of color, new Americans and library literacy programs.

More than 80 awards and grants were presented by ALA and its 11 divisions, including the Melvil Dewey Medal for professional achievement to Herbert S. White, dean and professor at the Indiana

University School of Library and Information Science, speaker and author of more than 80 books and articles. ALA past president Edward G. Holley, a faculty member at the University of North Carolina/Chapel Hill, received the Joseph W. Lippincott Award for Notable Achievement in Librarianship.

Publications of the association and divisions are a vital source of professional support for members and an important source of revenue for the association. ALA Publishing Services published 24 new books in 1987 for library and information science professions, ranging from scholarly professional books to those designed to help librarians in their daily work.

ALA's *Library Video Magazine* doubled its subscription quota in its first year. Published quarterly, the video news magazine profiles people, places, and events in the library world and has been compared favorably in quality to network television productions.

ALA's membership magazine *American Libraries* celebrated its 80th year in 1987 by continuing to grow in number of pages and timely news articles. ALA's *Booklist* publishes more reviews than any other review publication in the U.S. and continues as an important buying guide for librarians.

The Office for Library Personnel Resources began publication of a new quarterly newsletter "Library Personnel News" in January 1987 and issued the "Librarian Career Resource Network" directory. Planning began for a library profession recruitment project with funding from a 1987 World Book ALA Goal Award.

Other statistical offerings included "ACRL University Library Statistics 1985-86 and 1986 '100 Libraries' Statistical Survey," also "Library Statistics of College and Universities, 1985: National Summaries, State Summaries, Institutional Tables."

The library world felt the impact of Glasnost in 1987 as representatives of ALA and Soviet Union libraries agreed to resume formal professional exchange programs in 1988 with a binational seminar in Washington, D.C., followed by a visit by the Soviet delegation to the ALA Annual Conference.

The Library and Book Fellows program, supported by the U.S. Information Agency, placed eight American librarians in positions in Jordan, Finland,

Chile, Indonesia, India, Mauritius and Malaysia during its first year.

A new project to coordinate training and resources for librarians staffing Education Information Centers in public libraries was launched by ALA's Public Library Association with funding from the W. K. Kellogg Foundation.

Library Services, Development and Technology

ALA continued its efforts to promote access to information in new technological efforts in 1987.

A half-million dollar grant from the Carnegie Foundation provided free videocassette players to 600 U.S. public libraries in 46 states. The video equipment was part of a package of programs and services developed by ALA, including staff development tapes, newsletter and recommended list of titles to help libraries build and maintain balanced video collections.

Also in 1987, ALA's Office for Library Research completed a two-year contract with the U.S. Department of Education on a pilot project to develop a Cooperative System for Public Library Data collection based on cooperation with state library agencies.

ALA's American Association of School Librarians (AASL) awarded a Best School Library Media Program of the Year Award to the Monterey Peninsula Unified School District among districts with enrollment of 10,000 or more. Other winners were the Community Consolidated

School District 62 in Des Plaines, Ill. (2500-10,000 students), and Independent School District 47, Sauk Rapids, Minn. (less than 2,500). The citations, which recognize excellence and innovation in school library media centers, carry a cash award of \$2,500 funded by the Britannica Companies.

The Young Adult Services Division (YASD) of ALA announced a new award to recognize an author whose books have popular appeal with young adults and help to increase their understanding of themselves, their relationships and the world.

Division Highlights American Association of School Librarians (AASL) 6,243 members

- Received grants from the H. W. Wilson Foundation and the Bound to Stay Bound Books company to support activities in connection with publication of "Information Power: Guidelines for School Library Media Programs" in 1988.
- Received a grant from the Houghton Mifflin Company to develop, in cooperation with ALSC, "Librarian Involvement in the Reading Process: A Demonstration Project."

- Announced plans for 5th national conference to be held October 18-22, 1989, in Salt Lake City, with the theme "Access to Excellence."

Association of College and Research Libraries (ACRL) 10,031 members

- Sponsored a workshop for librarians working in black colleges with funding from the Mellon Foundation.
- Began working with the American Association of University Professors for a workshop on how librarians and faculty can cooperate to improve

the quality of higher education.

- The journal "Rare Books and Manuscripts Librarianship" was incorporated into ACRL's ongoing publications program.

Association for Library Service to Children (ALSC) 3,482 members

- Developed a demonstration project with funding from the MacArthur Foundation as part of the New Partnership for Student Achievement sponsored by the Home and School Institute to support parents in helping their children achieve

Treasurer's Report



ALA finances, as reported in our yearly audited financial statements, are both a key resource and a significant measure of our health as an organization.

Although ALA is an educational membership organization, we are also an entrepreneurial one. Each year, we must earn all the money we need to support both our operations and programs in support of libraries, librarians and library users.

In 1987, ALA earned over \$18,139,000. Almost 21 percent of this money came from membership dues. Stated another way, that means that for every dollar of dues invested by members, ALA earned another \$3.72. ALA's publishing operations brought in 42 percent of our earnings; meetings and conferences, 20 percent. Another 6 percent came from ALA graphics and promotional materials and 7 percent from

grants and awards. The other 3 percent of ALA's income came from rentals, mailing list sales, interest income and other program activities.

Where did ALA spend its money—\$17,866,000—in 1987? Some 13 percent went for overall general and administrative expenses; another 13 percent for offices and committees. Grants and awards accounted for 6 percent of expenses; 14 percent was spent on meetings and conferences, and two percent for operation of the ALA headquarters building. Publishing costs totaled 44 percent of our spending.

ALA continued, for the second year in a row, to reverse a dangerous trend of spending more than it earned. In 1987, we earned a surplus of \$150,000 from operations. And, the ALA Endowment increased by \$592,000. ALA's net worth improved by \$742,000 or 17 percent. In fact, during the past four years, our fund balance increased from \$3,469,000 in 1984 to \$5,123,000 in 1987—a 48 percent improvement. That's \$113 of equity for each member of ALA. ALA's cash balances have also increased from \$321,000 to \$2,459,000.

ALA has implemented a new accounting system which should provide clear, accurate and timely financial reports which are useful and

understandable to members. Our financial statements now include liabilities which were not previously shown. We now have a true financial picture of the association's worth. A five year business plan is in preparation.

We have made substantial progress financially, but many challenges remain. ALA's operating margins are positive, but still small. Financial reserves, particularly the Endowment, need strengthening. The current complex financial decision-making processes need review and streamlining. Ongoing analysis of the program implications of our financial decisions is critical to ensure the effectiveness and stability of our association. Our values as an association must drive our finances, not the other way around. Reaffirming decisions about our programs and how we will support them is not easy. There must be healthy and continuing debate.

In the process of searching for the best use of our financial resources, we must keep in mind that ALA's mission is not to be wealthy—it is to be effective.

Patricia G. Schuman

Patricia G. Schuman
ALA Treasurer, 1986-87

	General Fund 1987
Revenues	
Operating Revenues:	
Membership Dues	\$ 2,534,743
Program Activities:	
Publishing	5,555,280
Meeting & Conferences	2,783,270
Graphics	1,017,138
Grants	()
Office Activities	271,061
Membership Activities	20,422
Awards and Projects	()
Other:	
Interest & Dividends	174,271
Huron Plaza	()
Miscellaneous	28,541
Total Operating Revenues	\$12,384,743
Non-operating Revenues:	
Endowment	
Net Contributions	
Net Realized & Unrealized Gains on Investments	
Total Revenues	\$12,384,743
Expenses	
Program Activities:	
Publishing	\$ 5,900,042
Meetings & Conferences	1,834,743
Graphics	967,101
Grants	()
Office Activities	1,432,061
Membership Activities	404,741
Awards & Projects	()
Other:	
Huron Plaza	()
Internal Interest Charges	
Administration	1,390,857
Depreciation	250,251
Total Expenses	\$12,179,822
Excess (Deficit) of Revenues over Expenses	\$ 204,921

<p>in school.</p> <ul style="list-style-type: none"> Published "Learning Differences—Library Directions," a packet of information on serving the learning disabled, and "Notable Children's Films and Videos, Filmstrips and Recordings, 1983-1986." Launched the new <i>Journal of Youth Services in Libraries</i> as the quarterly journal of ALSC and YASD. <p>American Library Trustee Association (ALTA) 1,672 members</p> <ul style="list-style-type: none"> Began planning the first pre-conference workshop 	<p>to be held in 1989.</p> <ul style="list-style-type: none"> Published four issues of the "Trustee Digest" and promotional bookmark in support of the ALTA Affiliation Subscription program. Completed draft of a new ALTA publication on self-assessment of library boards and revision of library trustee guidelines. <p>Association of Specialized and Cooperative Library Agencies (ASCLA) 1,420 members</p> <ul style="list-style-type: none"> Published "The Report on Library Cooperation 1986" (6th edition), 	<p>"State Library Agencies: A Survey Project Report 1985" (7th edition), and "Standards and Guidelines for Client Library Services in Residential Mental Health Facilities."</p> <ul style="list-style-type: none"> Increased dues for personal members to \$20; organizations, \$50; and state library agencies, \$500, upon recommendation of the ASCLA Board and after a vote by membership. Developed a "Memorandum of Understanding" with ALA for basic secretariat support to be provided by the executive director of YASD. 	<p>Library Administration and Management Association (LAMA) 4,733 members</p> <ul style="list-style-type: none"> Introduced quarterly magazine <i>Library Administration & Management</i>. Sponsored two new regional institutes: "A Leadership Survival Kit" and "Dollars and Sense: A Grantsmanship Workshop." Increased membership by 7.8 percent, the fastest growth of any ALA division.
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General Fund 1986	Divisions		Round Tables & Grants		Total Operating Fund		Combined Plant Fund		Endowment Fund		Total All Funds	
	1987	1986	1987	1986	1987	1986	1987	1986	1987	1986	1987	1986
284,541	\$1,247,278	\$1,203,653	\$ 63,722	\$ 115,439	\$ 3,845,748	\$ 3,603,633					\$ 3,845,748	\$ 3,603,633
4,047,922	2,080,659	2,006,151	9,925	23,932	7,645,864	7,078,005					7,645,864	7,078,005
380,777	746,188	903,816	11,940	102,064	3,541,404	3,386,657					3,541,404	3,386,657
841,476	0		0		1,017,138	841,476					1,017,138	841,476
	0		838,460	805,039	838,460	805,039					838,460	805,039
181,164	0		0		271,065	181,164					271,065	181,164
6,363	0		0		20,425	6,363					20,425	6,363
	56,364	23,441	114,362	160,190	170,726	183,631					170,726	183,631
80,086	0				174,275	80,086			63,515	47,416	237,790	127,502
	0				0	0	466,130	475,848			466,130	475,848
100,260	49,055	126,689	7,130	23,518	84,727	250,467					84,727	250,467
922,589	\$4,179,544	\$4,263,750	\$1,045,539	\$1,230,182	\$17,609,832	\$16,416,521	\$466,130	\$475,848	\$ 63,515	\$ 47,416	\$18,139,477	\$16,939,785
					0	0			255,314	87,269	255,314	87,269
					0	0			212,948	355,301	212,948	355,301
922,589	\$4,179,544	\$4,263,750	\$1,045,539	\$1,230,182	\$17,609,832	\$16,416,521	\$466,130	\$475,848	\$531,777	\$489,986	\$18,607,739	\$17,382,355
320,429	\$1,889,674	\$1,770,875	\$ 9,039	\$ 89,002	\$ 7,798,755	\$ 7,180,306					\$ 7,798,755	\$ 7,180,306
593,779	632,424	819,846	26,280	75,512	2,493,451	2,489,137					2,493,451	2,489,137
704,912	0		0		967,105	704,912					967,105	704,912
0	0		858,933	717,467	858,933	717,467					858,933	717,467
349,019	0		0		1,432,066	1,349,019					1,432,066	1,349,019
387,757	437,350	336,707	71,258	91,147	913,357	815,611			15,643		929,000	815,611
	18,528		155,834	188,986	174,362	188,986			31,727		206,089	188,986
	0		0	0	0	0	354,957	426,367			354,957	426,367
							120,000	(120,000)	0	0	0	0
181,531	857,610	926,521	7,376	105,852	2,255,843	2,213,904	37,516	74,041	12,598	0	2,305,957	2,287,945
173,844	22,196	14,619	0	0	272,451	188,463	247,416	258,000	0	0	519,867	446,463
711,271	\$3,857,782	\$3,868,568	\$1,128,720	\$1,267,966	\$17,166,323	\$15,847,805	\$759,889	\$758,408 (\$60,032)	\$ 0	\$ 0	\$17,866,180	\$16,606,213
211,318	\$ 321,762	\$ 395,182 (\$ 83,181)	(\$ 37,784)	\$ 443,509	\$ 568,716 (\$293,759)	(\$282,560)	\$591,809	\$489,986	\$ 741,559	\$ 776,142		

Library Information and Technology Association (LITA) 4,569 members

- Continued planning for 2nd national conference to be held October 2-6, 1988, in Boston.
- Published "Optical Technology Packet" and revised the "Information Packet on Library Technical Standards."
- Sponsored or cosponsored a record number of 12 programs and 3 pre-conference institutes at the 1987 ALA Annual Conference, including "Optical Publishing and Libraries: Cheers or Tears?"

Public Library Association (PLA) 5,814 members

- Published "Planning and Role Setting for Public Libraries: A Manual of Options and Procedures" and "Output Measures for Public Libraries," 2nd edition.
- Established, with funding from the Kellogg Foundation, a national coordinating office for Education Information Centers in public libraries.
- Established a \$5,000 CLSI/PLA International Study Award to enable a public librarian to con-

duct a three-to-six month study tour abroad.

Reference and Adult Services Division (RASD) 4,889 members

- Approved guidelines for Library Services to Older Adults and participated in the National Council on Aging annual conference.
- Established two new sections: Business Reference and Services and Collection Development and Evaluation.
- Established the Facts On File Grant for imaginative library programming that makes current

affairs more meaningful to an adult audience.

Resources and Technical Services Division (RTSD) 5,992 members

- Published "Guide for Writing a Bibliographer's Manual," first in a series of guides on collection management and development.
- Presented three regional institutes on serials cataloging with the Council of Regional Groups and the Serial Records Division of the Library of Congress.
- Presented a preconference "LSP—The Linked Systems Project and the Library Community" with cosponsorship by LITA and RASD.

Young Adult Services Division (YASD) 2,306 members

- Presented two regional workshops and preconference titled "Courtly Love in the Shopping Mall" on library programming to involve teens in the humanities.
- Published revised pamphlets on "Outstanding Books for the College Bound" and new packet of materials on "The Teen Pregnancy Crisis: Libraries CAN Help."
- Worked with the Department of Education to develop the first national survey of public library services to young adults.

Balance Sheet

Total All Funds

Assets

1987

1986

Current:

Cash & Cash Equivalents	\$ 209,332	\$ 320,995
Short-term Investments	2,250,000	0
Accounts Receivable, Net	1,199,307	1,135,004
Grants Receivable	85,239	141,681
Inventories, Net	923,052	831,592
Prepaid Expenses	294,991	329,097

Total Current Assets

\$ 4,961,921

\$2,758,369

Noncurrent:

Property, Plant & Equipment, Net	3,928,065	4,200,183
Investments	2,552,748	2,151,193

Total Assets

\$11,442,734

\$9,109,745

Liabilities & Fund Balance

Current:

Accounts Payable	\$ 1,243,975	\$1,020,911
Accrued Liabilities	404,591	276,866
Deferred Revenues	4,078,605	2,709,487
Current Portion of Long Term Debt	99,255	109,300

Total Current Liabilities

\$ 5,826,426

\$4,116,564

Noncurrent:

Long Term Debt	492,655	611,087
Fund Balance	5,123,653	4,382,094

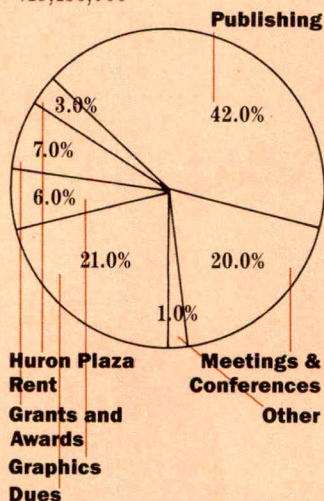
Total Liabilities & Fund Balance

\$11,442,734

\$9,109,745

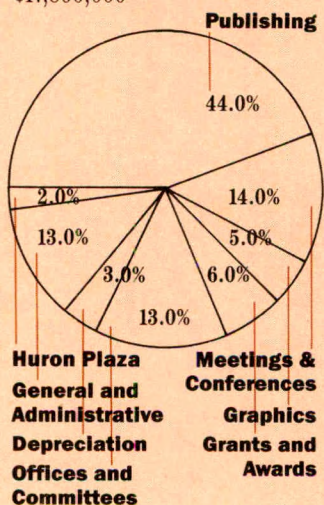
Operating Revenues 1987

\$18,139,000



Expenses 1987

\$17,866,000



(312) 944-6780

ALA toll free number:

1-800-545-2433

In Ill., 1-800-545-2444

In Canada, 1-800-545-2455

MOHAWK VALLEY COMMUNITY COLLEGE,
located in central New York, a comprehensive community college affiliated with
the State University of New York and serving over 7,000 students,
invites applications for:

1) Director of Libraries

Responsible for administering a program of library services at all locations of the college. MLS and 5-7 yrs.' experience required. Knowledge of integrated automation systems and online database systems preferred. Administrative and community college experience desirable. Salary \$29,800 minimum.

2) Information Services Specialist

Reference, instruction, interlibrary loan, circulation, and selection. Master's degree in library/information science required. College library experience, familiarity with library automation, background/experience in science or technology desirable. 12-mo. obligation. Academic rank and salary commensurate with qualifications and experience. Contractual minimum \$14,500, negotiable.

Review of applications began April 1 and will continue until positions are filled. Forward letter of application and resume to:

Dean of Human Resources
Mohawk Valley Community College
1101 Sherman Dr.
Utica, NY 13501
Equal-opportunity employer, M/F

Access Services Librarian Kilmer Area Library Search Reopened (Available June)

Reporting to the director of the Kilmer Campus Libraries, is responsible for management and supervision of access services; acts as liaison with technical & automated services and circulation services in the Rutgers University Libraries System.

QUALIFICATIONS: MLS from an accredited library school, minimum 4 yrs.' relevant experience and experience with library automated systems such as RLIN, Geac, or OCLC required. 2 yrs.' supervisory and budget experience desired.

SALARY: minimum \$29,243 plus excellent benefits.

Submit resume and 3 sources for current references no later than May 1 to: Sandra Troy (APP 132), Personnel Officer, Alexander Library, Rutgers University, New Brunswick, NJ 08903. Position previously announced as APP 126.

THE STATE UNIVERSITY OF NEW JERSEY
RUTGERS

Equal-opportunity, affirmative-action employer

directly to the vice chancellor for academic administration. The position is 12 mos.; salary range from \$50,000 commensurate with experience and qualifications. Appointment effective not later than May 1. Application materials including a recommendation and nominations should be received by May 1. Luker, Acting Assistant Academic Administrator, Minnesota/Duluth, 1 Hall, 10 University, 218-726-7587. This is an equal-opportunity position and specifically encourages applications from women.

Life sciences of the head of reference and searching, bibliography development, biological sciences, other reference services, station. **QU** MLS require life science experience retirement medical, \$20,000. of the important Southeast, has a collection of titles and 1,486,658 volumes NOTIS. The staff includes 24 librarians and 60 support staff. Clemson University, South Carolina's land-grant institution, with an enrollment of approximately 13,000, is located in the foothills of the Blue Ridge Mountains, 30 miles from Greenville, S.C., and within 2½ hrs.' driving time from Atlanta, Ga., and Charlotte, N.C. **Candidates applying by April 30 will receive first consideration.** Send letter of application with resume and names, addresses, and telephone numbers of 3 references to: Kenneth Murr, Chair, Life Sciences Librarian Search Committee, R. M. Cooper Library, Clemson University, Clemson, SC 29634-3001. An EEO, AA employer.

Public access automation librarian. Permanent full-time position. Tenure track if faculty appointment is made. Under direction of the head of access services, will assist in the implementation, operation, and coordination of the library's online public access catalog system. Will work closely with technical and public services sections. Will be involved with database development, training, and testing of

system and public relations program. **EDUCATION:** Master's degree from an ALA-accredited program or a graduate degree in data processing. **QUALIFICATIONS:** Minimum of one yr.'s recent relevant professional experience with automated systems. Working knowledge of OCLC and MARC format. Strong oral and written communication skills. Attitude. Experience with microcomputers desirable. Appointment is made, ability to meet requirements for tenure. minimum \$20,000. **Submit application, resume, and the names of 3 references by May 15.** Rollins, Head of Access Services, University of Albuquerque, NM 87131.

as librarian/microcomputer Quinnipiac College. Responsible for the computerization of the collections of the library. Additional duties include: Supervision of the department and shared responsibility for public service area including: library-use instruction, and collection development. An ALA-accredited MLS minimum of 3 yrs.' professional experience, a working knowledge of dBASE III PLUS 1-2-3, and word processing. 12-mo., tenure-track appointment with research and publication required for promotion. Evening and weekend work required. Salary range \$24,000-\$30,000. Fringe benefits include 22 vacation days, TIAA/CREF and Blue Cross-Blue Shield/HMO options, major medical, and dental and life insurance. Starting date July 1. **Closing date: May 15.** Send letter of application including a statement of your philosophy of library service in a small college library, resume, transcript, and 3 letters of professional reference to: Janet Valeski, Chair, D.E.C., Quinnipiac College Library, Mt. Carmel Ave., Hamden, CT 06518. EEO, AAE.

Rare books/special collections librarian. **DUTIES:** Responsible for library and archival work in the administration and maintenance of the rare books/special collections area of the university library. Specific duties include training and supervision of student assistants, providing reference service, preparing subject bibliographies, and participating in public outreach programs. Excellent opportunity to participate in the development of a growing collection that emphasizes English literature and history of sciences. Position reports to the associate director for special collections. **REQUIREMENTS:** ALA-accredited master's of

library science. Special emphasis in rare books or archival administration preferred. **SALARY AND BENEFITS:** Salary \$18,000-\$20,000 for a 12-mo. appointment. Excellent benefits package; 88% of Social Security paid for first \$16,500 of salary; choice of retirement programs including TIAA/CREF; 14 state holidays; no state or local income tax. **GENERAL INFORMATION:** Texas Tech University, one of 5 comprehensive state universities in Texas, has an enrollment of 24,000. It is located in Lubbock, a cultural and commercial center for the area with a metropolitan population of 225,000. The library has 1.1 million volumes and a materials budget of \$1.7 million. Planning for an online catalog is underway. **APPLICATION:** Applications will be accepted until the position is filled. Position available immediately. Send letter of application, resume, 3 letters of reference to: E. Dale Cluff, Director of Libraries, Texas Tech University, Lubbock, TX 79409. Direct inquiries about Texas Library Association and ALA Conference interviews to: Gisela Webb, Assistant Director of Libraries for Administrative Services, TTU Library, Lubbock, TX 79409; 806-742-2258. Minorities are encouraged to apply. An equal-opportunity, affirmative-action employer.

Reference librarian/bibliographer, Rare Book and Manuscript Library. The primary responsibilities of this position are to provide general and in-depth reference service for the collections of rare books and manuscripts, to supervise the operations of the Rare Book and Manuscript Library reading rooms and reference center at assigned times, to instruct individuals and classes in the use of rare books and related materials; to plan and install RBM Library-sponsored exhibitions; to organize and catalog nonbook and non-manuscript collections; and to assist on special projects relating to the library. In addition to an accredited MLS, the position requires knowledge of reference sources in rare books and manuscripts, descriptive bibliography, archival organization and techniques, and preservation methods; the ability to search in RLIN databases; and effective writing and speaking skills. Preference will be given to candidates with experience in planning and installing rare book and manuscript exhibitions; a reading knowledge of French, Ger-



Reference/Access Services Librarian Position #117

The University of Southern California is seeking a librarian for its Von KleinSmid Library, a branch of the university's library system. Collection covers fields of political science, international relations, public administration, urban planning, and the East Asian Collection. Librarian provides public access to library's collection and information resources. **DUTIES INCLUDE** preparing and conducting library orientation and bibliographic instruction classes, reference, and database searches. One evening per week and minimum of one Saturday every 7th week required. Responsible for compilation of international and public affairs' serial index, circulation desk, book stacks maintenance, and supervision.

MLS from ALA-accredited program and undergraduate degree in social sciences, preferably in political science, international relations, public administration, or urban planning. Librarian I; minimum salary \$25,800, plus benefits. **Application deadline May 6.** Submit letter of application, resume, and 3 references to: **Carolyn Henderson, Director of Personnel and Organizational Development, Doheny Memorial Library, University of Southern California, University Park, Los Angeles, CA 90089-0182.** Please refer to Position #117-AM on all correspondence.

AA, EOE



Research Support Services Librarians 2 Positions Business—Arts/Humanities

Arizona State University West Campus offers an opportunity to participate in a unique professional experience. The West Campus is a newly founded and rapidly growing upper-division branch campus with exceptional faculty and students, an elegant new library building, a program emphasis on quality services tailored to institutional and client needs, collection building coordinated with curriculum building, intensive use of electronic information technology, and partnership with faculty in the academic mission. Research support services are provided through an innovative partnership with paraprofessional information providers. An online catalog provides access to both West Campus resources and the collections of ASU in Tempe. Over 400 junior-, senior-, and graduate-level courses are presently offered. ASU West Campus has a projected enrollment of 10,000 students when completed. The Fletcher Library building contains 97,000 square feet and anticipates an acquisitions budget of \$1.5 million in FY 1989.

Applications are invited from opportunity-seeking, dynamic, and creative librarians to join a department of 4.5 librarians and 5 paraprofessionals. **RESPONSIBILITIES INCLUDE:** reference and research consultation, library instruction, collection development, and faculty liaison. The academic disciplines for which the 2 positions provide primary support are arts/humanities and business. Salaries negotiable from \$20,000, dependent on background and experience. Positions to begin July 1.

MINIMUM QUALIFICATIONS: An ALA-accredited MLS or equivalent; substantive library experience in business or arts/humanities and expertise in the areas of responsibility listed above; evidence of creativity and initiative in professional practices; excellent interpersonal communication skills.

PREFERRED QUALIFICATIONS: Substantial record of service and contributions to librarianship and/or an applicable academic discipline which would qualify for appointment at Senior rank; an undergraduate major or advanced degree in an applicable field; experience in the use of electronic information sources.

A letter of application addressing qualifications, a resume, and the names, addresses, and telephone numbers of 4 current references must be postmarked by May 1 and sent to: Helen L. Gater, Director, Fletcher Library, ASU West Campus, POB 37100, Phoenix, AZ 85069-7100.

Arizona State University is a committed equal-opportunity, affirmative-action employer. Women and minorities are encouraged to apply.

engineering, geology, chemistry, or physics background. **QUALIFICATIONS:** MLS from ALA-accredited library school, 2nd master's in engineering, geology, chemistry, or physics preferred. Both degrees required for tenure-track appointment. **DUTIES:** Reference service and research support, collection development in reference and subject specialty, bibliographic instruction, reference staff supervision and training, and administrative duties in the absence of the director. Fiscal-year appointment with salary commensurate with experience (beginning salary \$23,000+, depending on qualifications and experience). Montana Tech is a minerals engineering college, located in the mineral-endowed country of the High Rockies between Yellowstone and Glacier national parks. Tech was named as the top-ranked smaller comprehensive college in the area of science and technology by *U.S. News & World Report*. **Interested persons meeting the qualifications should send a letter of application, resume, and the names of 3 persons (to be contacted for references) by April 30 or until position is filled, to: Joanne V. Lerud, Director of Libraries, Montana College of Mineral Science and Technology, Butte, MT 59701.** An equal-opportunity, affirmative-action employer.

Reference librarian. Under the general direction of the head reference librarian, to use formal and informal skills in library instruction, teaching basic course in use of library, to perform database searching, as well as customary reference services to a student body of 6,000. ALA-accredited MLS required; reference experience desired but not required. Annual salary \$19,250+ depending upon experience; excellent fringe benefits. Available immediately. **Deadline April 30.** Send resume, transcripts (undergraduate and graduate), placement papers, and 2 separate letters of recommendation to: George N. Hartje, Director of Libraries, Pickler Memorial Library, Northeast Missouri State University, Kirksville, MO 63501-0828. EOE.

Reference librarian, University of Georgia Libraries. Entry-level position to be filled September 1988. (Salary minimum \$18,700.) The successful candidate may have the opportunity to participate in an intensive professional development program. The reference department includes 11 librarians and 3 support staff reporting to the head of reference. **DUTIES:** General reference service in social sciences and humanities with some evening and weekend work; reference collection management in assigned subject areas; conducting library orientation and user education sessions; online searching; preparation of bibliographies, guides, and other instructional aids. **QUALIFICATIONS:** ALA-accredited MLS; advanced reference courses in the social sciences or humanities or relevant experience; working knowledge of basic reference sources; effective oral and written communication skills; ability to establish and maintain effective working relationships; interest in library orientation and user education; interest in online database searching; working knowledge of at least one foreign language; undergraduate degree in the social sciences or humanities preferred; interest in academic librarianship desired. This position will be filled only if suitable applicants are found. **APPLICATION PROCEDURE:** Send letter of application addressing all qualifications and including resume and names of 3 references by May 9 to: Florence E. King, Personnel Librarian, University of Georgia Libraries, Athens, GA 30602. An equal-opportunity, affirmative-action institution.

Science/engineering librarian (2 positions). Permanent positions serving as one of 3 librarians in a science and engineering department emphasizing collection development and information services. Shares responsibilities for collection development, faculty outreach, reference service, computer literature searching, and user education. These positions offer an excellent opportunity for experience and

man, and Latin; and a graduate degree in American or English literature, or other relevant graduate degree. Salary ranges are: Librarian I, \$23,000–\$29,900; Librarian II, \$25,000–\$33,750. Excellent benefits include assistance with university housing and tuition exemption for self and family. **Deadline for applications is April 18.** Send resume, listing 3 references, to: Kathleen M. Wiltshire, Director of Personnel, Box 35 Butler Library, Columbia University, 535 W. 114th St., New York, NY 10027. An affirmative-action, equal-opportunity employer.

Reference librarian/bibliographer, University of Texas at San Antonio. **RESPONSIBILITIES:** Provide general reference assistance 20 h.p.w., select books and faculty liaison in discipline of foreign languages and literature, or art and architecture, or history and anthropology depending on librarian's background; supervise staff of microform area; perform computer searches. **QUALIFICATIONS:** MLS from an ALA-accredited school, strong liberal arts background, subject master's degree desirable. Salary: \$18,000 for 12-mo. appointment. Liberal state benefits.

Appointment beginning June 1; **applications received by April 15 given first consideration.** Send letter of application and resume to: Margaret Joseph, University of Texas at San Antonio Library, San Antonio, TX 78285. UTSA is an equal-opportunity, affirmative-action employer.

Reference librarian(s). Eastern New Mexico University, in sunny, friendly, affordable Portales, N.Mex., seeks academic librarians to fill multiple vacancies created by retirements. MLS required. Desire those with interest in reference, interlibrary loan, bibliographic instruction, online searching, documents or circulation services. Minimum salary \$19,109 (without experience) for 12-mo. contract and generous benefits including 22 days' annual leave. **Apply by April 15.** Send resume and names of 3 references to: Library Search Committee, ENMU Station 20, Portales, NM 88130. ENMU hires only U.S. citizens and aliens lawfully authorized to work in the U.S. and is an AA, EO employer.

Reference librarian (search extended). Montana College of Mineral Science and Technology is seeking a reference librarian with an

participation in a growing library. **REQUIRED:** ALA-accredited MLS; experience or degree in science or engineering. Preferred: Experience with collection development in an academic or special library, reference service, computer literature searching, user education, and experience using small computers in libraries; demonstrated excellence in written and oral communication. Salary and benefits: *For Position #1*, 12-mo. appointment with 20 working days' annual leave; \$21,600+ depending upon qualifications; TIAA/CREF, life and health insurance. *For Position #2*, 10-mo. appointment with 16 working days' annual leave; \$18,000+ depending upon qualifications; TIAA/CREF, life and health insurance. **Review of applications will begin April 22.** Applications will be accepted until suitable candidates are found. UM, the land-grant university and sea-grant college for the state of Maine, is the largest campus in the University of Maine System and offers a full range of programs in engineering, life sciences and agriculture, and the physical sciences. Fogler Library is currently automating acquisitions and serials; an integrated online library system for the 7-campus University of Maine System is forthcoming. The Science and Engineering Center is developing as a statewide resource for scientific and technical information. To apply: send letter (indicating which position desired), resume, names of 3 references to: Bruce Leach, Chair, Science/Engineering Librarian Search Committee, **Raymond H. Fogler Library, University of Maine, Orono, ME 04469.** The University of Maine is an equal-opportunity, affirmative-action employer.

Science librarian, Prevo Library, DePauw University. DePauw University is seeking an innovative science librarian to provide leadership for the Prevo Science Library. **PRIMARY RESPONSIBILITIES INCLUDE** managing the activities in the science library, including circulation, reference, bibliographic instruction, and collection development. The position supervises approximately 45 student workers and one night supervisor. Additional duties include supervision of all computer lab facilities, providing leadership to the library on the use of computers, developing campuswide computer user services, and serving as liaison to science faculty. The Roy O. West Library is now undertaking major projects in library-use instruction, end-user searching, and the creation of automated data files. There are future plans to pursue computer-based library-use instruction modules and ultimately to automate all library services. This position would have a major role in the planning and implementation of these projects. This position should be of interest to librarians with a strong science and computer background. **QUALIFICATIONS:** Master's degree in library science from an ALA-accredited program; at least 3 yrs.' experience in providing public services, preferably in a science library; science degree or major preferred. Experience planning automated systems and programs for library use desirable. The successful applicant will be energetic and innovative, and have proven administrative and organizational abilities and strong communication skills. A service attitude and the ability to work well with faculty and students are also essential. 12-mo. faculty appointment, usual benefits, salary dependent on qualifications; minimum \$23,000. **For fullest consideration, materials should be received by April 30.** Send letter of application, resume, and 3 letters of reference to: Kathy Davis, Acting Director of Libraries, **DePauw University, POB 137, Greencastle, IN 46135.** An equal-opportunity, affirmative-action employer.

Science librarian. Wichita State University Library is seeking a librarian who will assist users directly at the general reference desk, take part in the bibliographic instruction and collection development programs, provide computer searches, participate in reference department decision-making and library and university activities, and serve as liaison with

The University of Michigan University Library

The University of Michigan Library has received a grant from the Kellogg Foundation to develop a state outreach program using electronic communication and other new technologies for service delivery. Pilot sites will be selected from among Michigan public libraries to participate in this reference network. The program goal is to make UM library resources and staff expertise more accessible within the state and to help public libraries further develop their community role, particularly in programs of economic development. The 5-year program will be organizationally located in the Graduate Library reference department, but will involve coordination with all libraries within the University Library system.

Coordinator, State Outreach Project

RESPONSIBLE FOR overall administration of the outreach activities associated with the grant, including managing the project budget, developing policies for electronic reference, developing and maintaining communication with public library participants, supervising and/or coordinating project staff, maintaining regular reports on program activities, and overseeing the evaluation component of the project. Reporting to the head, Graduate Library reference department, the position has direct responsibility for the coordination of policies and services relating to the project both within the department as well as within the University Library system. Appointment is for 5-year period of grant, with possible renewal.

REQUIRED: MLS. Minimum of 3 yrs.' experience in a library or relevant service environment. Familiarity with online/electronic systems. Demonstrated ability to develop and maintain service initiatives. Strong oral and written communication skills and proven ability to work with a diverse user population.

Desired: Experience with library outreach services, shared resource programs, or other cooperative programs. Experience with electronic telecommunications. Demonstrated marketing and program development skills and demonstrated knowledge of statistics and research/evaluation methodologies. Relevant supervisory experience.

MINIMUM SALARY of \$27,000, dependent on previous relevant experience.

Field Librarian

RESPONSIBLE FOR training library staff at the 5 or 6 pilot public library sites in the use of the electronic network and in the procedures for interacting with the University Library unit. In addition, will be responsible for actual provision of reference and research services to the pilot libraries through his/her role as Graduate Library reference librarian. Reporting to the coordinator of the program, the field librarian holds primary responsibility for the development and documentation of program procedures. In addition, the field librarian will be responsible for developing and managing the Graduate Library collection in a humanities or social science discipline including fund management and faculty/graduate student liaison and instructional activities. Appointment is for 5-year period of grant, with possible renewal.

REQUIRED: MLS. Minimum of 2 yrs.' relevant experience, preferably in reference or collection development. Experience with electronic resources and microcomputers. Demonstrated oral and written communication skills and ability to develop and deliver training or instructional programs.

Desired: Working knowledge of one or more Western European languages. Experience in collection development and management.

MINIMUM SALARY of \$21,000, dependent on previous relevant experience.

Applications received by April 30 will be given first consideration. Apply to: **Lucy Cohen, Manager, Library Personnel Office, 404 Hatcher Graduate Library, University of Michigan, Ann Arbor, MI 48109-1205.**

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the faculties of Engineering, Computer Science, Mathematics, Physics, Chemistry, and Geology. The successful candidate will be service oriented; able to work effectively with students, faculty, and the general public; and committed to promoting library services and collections to the academic community. An ALA-accredited MLS and an undergraduate science degree or experience as a science librarian are required. An additional graduate degree in a scientific field is desired. Wichita State University is an urban institution with an enrollment of 17,000. The library is fully automated on the NOTIS system. The library building is currently being remodeled and expanded. Librarians at Wichita State enjoy faculty rank, privileges, and responsibilities. Wichita is an active, growing city with a population of 350,000. Professional activities and conference attendance are supported by the library. Starting salary \$20,000-\$26,000 for 12-mo. appointment, depending on experience and qualifications. The successful candidate will be eligible for tenure review. Benefits include TIAA/CREF, and a choice of Blue Cross-Blue Shield or HMO. **Letter of application, resume, and names of 3 references must be received by May 15.** Send to: Sharon L. Bostick, Head of Reference, **Campus Box '68, Wichita State Univ., Wichita, KS 67208.** Wichita State Univ. is an affirmative-action, equal-opportunity employer.

Science reference librarian, George Mason University (search reopened). Liaison librarian for science departments including Biology, Chemistry, and Geology. Responsible for collection development, online searching, and bibliographic instruction in the above areas. As a member of reference staff of 7, performs general reference desk service including evening and weekend rotation. **QUALIFICATIONS:** ALA-accredited MLS and experience or coursework in one of the sciences. Salary begins at \$20,000, negotiable based on education and experience. **Applications received by May 6 will receive first consideration** but recruitment will continue until position is filled. Send letter of application, resume, and names of 3 references to: Florence Landon, **Fenwick Library, George Mason University, 4400 University Dr., Fairfax, VA 22030.** AA, EOE.

Serials cataloger, University of Florida Libraries. **RESPONSIBILITIES:** Creates bibliographic and holdings records for serials publications in all subjects and a variety of languages; performs full-level original subject and descriptive cataloging, upgrading and authenticating of existing records to CONSER, establishing names to NACO standards when required. **REQUIRED:** ALA-accredited MLS; excellent reading knowledge of a modern European language (additional language skills

preferred); interest in and ability for bibliographic detail; ability to work independently; excellent interpersonal skills. **PREFERRED:** Cataloging experience in an academic library; knowledge of MARC serials format and OCLC or RLIN. Salary: \$20,000 minimum for 12 mos. Benefits: faculty status, 22 days' vacation, TIAA/CREF or other retirement options, no state or local income tax. **Send letter of application, resume, and names, addresses, and phone numbers of 3 prof. ref. by April 20 to:** Lynn Badger, Library Personnel Officer, 212 Library West, U. of Fla., Gainesville, FL 32611. AA, EOE.

Special collections and humanities monograph cataloger. University of Florida Libraries. **RESPONSIBILITIES:** Oversees the creation of bibliographic and manuscript records for the special collections and humanities; plans and organizes assigned descriptive cataloging, including subject classification; coordinates cataloging priorities with appropriate bibliographers, selectors, and catalogers. **REQUIRED:** ALA-accredited MLS; excellent reading knowledge of a modern European language; interest in and aptitude for bibliographic detail; ability to work indepen-

dently; excellent communication and interpersonal skills. **PREFERRED:** Academic background in humanities; knowledge of Latin or Greek; cataloging experience in an academic library; knowledge of MARC books format and OCLC or RLIN. Salary: \$20,000 minimum for 12 mos. Benefits: faculty status, 22 days' vacation, TIAA/CREF or other retirement options, no state or local income tax. **Send resume, letter of application, and names, addresses, and phone numbers of 3 professional references by April 20 to:** Lynn Badger, Library Personnel Officer, 212 Library West, University of Florida, Gainesville, FL 32611. AA, EOE.

Librarians, Automation Services 2 Positions

Virginia Commonwealth University is seeking applicants for 2 positions in the library automation services department:

1) Library Information Systems Librarian, Automation Services Department. Coordinate the system implementation and other activities related to the IBM mainframe-based library system, including **SYSTEMS ANALYSIS AND PROGRAMMING:** Work with the University Computer Center to install library system software and monitor operations; prepare specifications and perform programming to customize software for local needs, including screen displays, notices, and reports. **TRAINING AND SUPPORT:** Plan and present training sessions; prepare user documentation; provide user support for new and existing programs. **DATA MANAGEMENT:** Coordinate conversion of OCLC LS/2 data into the format required by the new library system; maintain all data programs and monitor data logs and audit trails. **HARDWARE AND SOFTWARE:** Prepare specifications and justifications for procurement; maintain current awareness of hardware environment, evaluate purchase requests, and make recommendations; oversee installation and performance testing; install and test software upgrades. **OTHER:** Assist with administrative system activities as required. Reports to the head of the department. **QUALIFICATIONS:** ALA-accredited MLS or MS in computer/information science required. The following are preferred: systems analysis and programming experience for automated library systems, including bibliographic record maintenance and organization; current knowledge of integrated library systems; experience planning and presenting training sessions; knowledge of MARC formats and OCLC; knowledge of programming principles, with experience in at least one high-level language; general microcomputer systems experience (word processing, spreadsheets, etc.); good oral and written communications skills; awareness of and sensitivity to the concerns of a research library; interest in professional activities; ability to meet requirements for faculty advancement; strong analytical skills; ability to work well independently and in groups.

2) Management Information Systems Librarian, Automation Services Department (new position). Coordinate activities related to the IBM PC and the proposed Data General MV8000II administrative systems used in the library, including **SYSTEMS ANALYSIS AND PROGRAMMING:** Maintain and enhance existing programs; work with library staff to identify programming needs; prepare specifications and perform programming to locally develop new microcomputer and minicomputer applications. **TRAINING AND SUPPORT:** Plan and present training sessions; prepare user documentation; provide user support for new and existing programs. **DATA MANAGEMENT:** Maintain listing of local databases; maintain data logs and audit trails on minicomputer system; allocate minicomputer disk space and ensure compliance with library policies. **HARDWARE AND SOFTWARE:** Prepare specifications and justifications for procurement; maintain current awareness of hardware environment, evaluate purchase requests, and make recommendations; work with library staff to identify hardware needs; coordinate maintenance and repair of equipment. **OTHER:** Assist with library information system activities as required. Reports to the head of the department. **QUALIFICATIONS:** MS in computer/information science or ALA-accredited MLS required. The following are preferred: systems analysis and programming experience for administrative data processing systems, particularly with IBM PC microcomputer and Data General minicomputer systems; current knowledge of microcomputer and minicomputer-based administrative systems; experience planning and presenting training sessions; knowledge of MARC formats and OCLC; knowledge of programming principles, with experience in at least one high-level language; experience with automated library systems, preferably in an IBM environment; good oral and written communications skills; awareness of and sensitivity to the concerns of a research library; interest in professional activities; ability to meet requirements for faculty advancement; strong analytical skills; ability to work well independently and in groups.

ENVIRONMENT: University Library Services, located in Richmond, is a research library serving 20,000 students on the academic and medical campuses. The OCLC LS/2 library information system, running on a Data General MV8000II, is now in operation, with plans to convert to a new IBM mainframe-based (Model 3081-K) library system in 1988-89. Faxon SC-10 is being implemented for serials control this spring. Microcomputers are used by library staff for word processing, spreadsheets, and communications. Administrative data processing is expected to be moved to the DG after the library system is transferred to the university mainframe. Current volume count is approximately 900,000, with 600,000 items and 500,000 bibliographic records online, and over 40,000 volumes added per year.

SALARY: \$25,000 minimum (both positions).

DEADLINE: April 30, or until a suitable applicant is found. Indicate whether application is for one or both of the positions. **APPLICATION:** Submit resume and names and phone numbers for 3 current references to: Janet Woody, Head, Automation Services Department, University Library Services, Virginia Commonwealth University, VCU BOX 2033, Richmond, VA 23284-2033.

Virginia Commonwealth University is an equal-opportunity, affirmative-action employer. Women and minorities are particularly encouraged to apply.

Special collections librarian. Located in south-central Kentucky, the Kentucky Library contains approximately 35,000 volumes and significant ephemera relating to Kentucky and the region. Faculty position, reporting to supervisor of Kentucky Library, primarily responsible for collection development; work with vendors and donors; planning and performing basic conservation activities; reference; bibliographic instruction; involvement in university, community, and professional concerns. **QUALIFICATIONS INCLUDE:** MLS from ALA-accredited program; effective planning and communication skills; 2 or more yrs. professional experience in special collections work as well as advanced subject degree in American history, folklore, or other relevant subject area preferred. Minimum salary \$19,000. Rank dependent upon qualifications and experience. Applications accepted until position filled. Send letter of application, resume, 3 current references to: **Office of Academic Affairs, Library Search, Western Kentucky University, Bowling Green, KY 42101.** An affirmative-action, equal-opportunity employer.

Technical services librarian (search extended). Responsible for planning integrated online catalog and supervision of acquisitions, cataloging, serials, and staff of 4.5 FTE. Participates in collection development and reference activities. Retrospective conversion of LC collection completed. Reports to director of library services. MLS from an ALA-accredited program with at least 3 yrs. experience. Prefer actual experience with online systems; however, will consider person with good supervisory skills and aptitude for automation. Salary: \$24,000-\$27,000. **Closing date: May 1.** The College of Wooster is an independent liberal arts college with a commitment to excellence in undergraduate education. Send resume and the names of 3 references to: Pat Rom, Director, **Andrews Library, College of Wooster, Wooster, OH 44691.** We wish to ensure that the search identifies qualified candidates who are women or members of minorities. Applicants belonging to these groups are encouraged to identify themselves if they wish.

Technical services librarian. Tenure-track position with faculty rank. **REQUIREMENTS:** ALA-accredited MLS; experience with automated cataloging. **DUTIES:** catalog using LC, AACR2, and OCLC; acquisitions; support staff supervision. Some reference work. Salary: high teens to low \$20s. Benefits include TIAA/CREF and free tuition. Available June 1. Contact: John Edwards, **Drake University Law Library, Des Moines, IA 50311.** AA, EEO employer.

TRLN systems librarian. **AVAILABLE:** Aug. 1. Systems librarian to participate in the development of a distributed, integrated library system for the Triangle Research Library Network (TRLN), a collaborative project of Duke University, North Carolina State University, and the University of North Carolina at Chapel Hill. Excellent opportunity for an energetic, creative, self-directed professional to learn firsthand about systems development while contributing to this unique, exciting project. **RESPONSIBILITIES INCLUDE:** As-

sisting in functional and user interface design for new system components and enhancements to current systems; serving as liaison with member libraries; preparing data for quality assurance testing; monitoring changes in bibliographic data standards and cataloging practices; maintaining functional design documents, user manuals, external program documentation, and user-supplied data files. **QUALIFICATIONS:** MLS degree from ALA-accredited program; familiarity with automated library systems including bibliographic utilities and online catalogs; demonstrated ability to communicate effectively in written and oral presentations; demonstrated ability to work independently. **Preferred:** Experience in technical writing and documentation, and specific knowledge of bibliographic data and machine-readable cataloging. **SALARY AND BENEFITS:** This is a 12-mo. academic appointment at the University of North Carolina at Chapel Hill. Salary commensurate with experience; minimum \$20,000. Standard state benefits of annual and sick leave, insurance, and retirement plan. Position funded through June 30, 1991, with possibility of extension. **DEADLINE FOR APPLICATION: May 15. TO APPLY:** Send resume and names of 3 references to: Barbara DeLon, Library Personnel Officer, CB #3900, Davis Library, University of North Carolina at Chapel Hill, Chapel Hill, NC 27599. An equal-opportunity, affirmative-action employer.

University librarian, University of New Haven. The University of New Haven seeks an experienced librarian to provide strong leadership for its main library and branch campus libraries. **DUTIES INCLUDE:** Primary responsibility for all university library operations including: collection and resource development in both liberal and professional disciplines; library services and information systems; budget and planning; personnel; automation; and library services for off-campus degree programs. **REQUIREMENTS ARE:** MLS from ALA-accredited library school; 2nd master's in subject field (PhD preferred) highly desirable; 10 yrs.' professional experience; progressively responsible and demonstrated success in university library administration; strong management skills; commitment to the intellectual life of the university; significant experience with information technologies and automated library systems; and the ability to work collegially and to communicate effectively with university officers, faculty, staff, and students. Position available Sept. 1. Salary commensurate with experience; the range is \$35,000-\$50,000. **Please send letter of application, resume, and names with telephone numbers of 3 references by May 1 to:** Joseph B. Chepaitis, Dean of Arts & Sciences, University of New Haven, West Haven, CT 06516. The University of New Haven is an affirmative-action, equal-opportunity employer and actively seeks the candidacy of minorities and women.

2 Assistant Librarian positions, business administration/government documents dept., LSU Libraries. **DUTIES:** Both report to head, business administration/documents dept., for reference services and database searching. **U.S. documents librarian** supervises acquisition and processing of U.S. depository documents, agency documents, gifts and exchanges, and the DocX program. **The U.S./U.N. documents librarian** plans and coordinates the department's bibliographic instruction programs for government documents and is also responsible for the organization and maintenance of the U.N. collection. **REQUIRED:** ALA-accredited MLS degree. **Preferred:** knowledge of government documents and online searching, relevant library experience. Salary: \$19,000 minimum, dependent upon qualifications and experience. Equivalent faculty status and tenure track. **Preference given to applications received by May 1.** Apply to: Sharon A. Hogan, Director of Libraries, Middleton Library, Louisiana State University, Baton Rouge, LA 70803. LSU is an equal-opportunity university.

2 Administrative Positions Available at Arizona State University

Arizona State University, where construction of a major underground library addition is expected to be completed by December, has openings for 2 department heads, both of whom report directly to the associate university librarian for public services. The minimum salary for both positions is \$28,000 and is negotiable, depending on qualifications and experience.

1) Head, Document Delivery and Information Services. Responsible for managing the interlibrary loan unit; developing programs for on-campus document delivery; coordinating services with libraries and resource centers on ASU campuses other than the main campus; and developing and coordinating the provision of information services throughout the Hayden Library complex. The administrator plays a key role in the development of new service programs in the rapidly expanding environment of the ASU Libraries to meet the information needs of both main- and off-campus library users and contributes to the overall management of the libraries. **REQUIRED QUALIFICATIONS:** ALA-accredited MLS degree or foreign equivalent; excellent written and oral communication skills and interpersonal skills; demonstrated ability to plan, implement, and evaluate library service programs effectively; 5 yrs.' experience in public service positions in an academic research library. **Preferred:** 5 yrs.' experience at a department- or unit-head level in an academic research library; knowledge of online bibliographic systems such as OCLC and RLIN.

2) Head, Government Documents Service. Responsible for providing overall management of the daily operations of the department; developing, implementing, monitoring, and evaluating departmental programs and services; long-range planning and budgeting; employment and supervision of 2 librarians and 5 FTE support staff; and acquisition of materials. The position plays a leadership role in the technical processing of federal, state, local, and international documents and contributes to the overall management of the libraries. The collection contains approximately 1 million titles and is a 95% federal depository. Items used annually from the collection exceed 100,000. **REQUIRED QUALIFICATIONS:** ALA-accredited MLS degree or foreign equivalent; 5 yrs.' experience in an academic, research, or public library; demonstrated successful managerial and communication skills; experience with reference, technical processing, collection development, and library instruction in a documents depository collection. **Preferred:** 3 yrs.' supervisory and/or administrative experience in a documents depository; administrative experience in an academic research library; knowledge of OCLC, RLIN, and/or other databases containing bibliographic records of documents.

APPLICATION DEADLINE: Recruitment will remain open until the positions are filled, with review of applications beginning on May 30 for the document delivery/information services position and June 15 for the government documents position. Please apply separately for each position in which interested. Send letter which addresses all stated qualifications, current resume, and names, addresses, and telephone numbers of 4 recent references to: **Constance Corey, Assistant University Librarian, Hayden Library, Arizona State University, Tempe, AZ 85287-1006; 602-965-3417.**

ASU is an affirmative-action, equal-opportunity employer.

2 positions open, Harvard University Library. **1) Systems librarian.** Harvard University Library is actively involved in the development and use of large-scale computer systems and is seeking a qualified and energetic person to join its Office for Systems Planning and Research. This is a new position which involves the full range of systems development and maintenance tasks, including analysis, systems design and specification, programming, and documentation. Candidates should have a library science degree or equivalent experience, familiarity with automated library applications, demonstrated aptitude for computer programming, and excellent written and oral communication skills. Familiarity with MARC formats and IBM operating systems is strongly preferred. Competence in PL/1 or BAL, experience in research libraries, and familiarity with CICS and VSAM is desirable. **2) Hollis training coordinator.** Harvard University Library seeks an innovative, service-oriented librarian to coordinate user training and documentation for a large-scale integrated automated system. This is a new position reporting to the head of production services division of the Office for Systems Planning and Research. Duties include: evaluating and implementing training program for library staff; conducting training sessions; coordinating/writing user documentation including reference manual, editing guides, monthly newsletter. Requirements for the position include MLS degree or equivalent experience; excellent oral and written communication skills; technical services experience in a large academic library; knowledge of MARC. Familiarity with automated library systems preferred. **FOR BOTH POSITIONS:** Librarian I or II depending on qualifications. Competitive salary with minimum of \$20,600 for Librarian I and \$24,560 for Librarian II. Good benefits package. **Review of applica-**

tions begins April 15. Major benefits: one month's vacation per year; generous holiday and sick leave; choice of health plans; life insurance; university-funded pension plan; tuition assistance. Resume to: Malcolm Hamilton, University Personnel Librarian, Harvard University, Wadsworth House, 1341 Massachusetts Ave., Cambridge, MA 02138; 617-495-1303. An equal-opportunity, affirmative-action employer.

3 positions. **1) Reference librarian, humanities (entry level, search extended).** Provide comprehensive reference assistance in the reference department. Includes assisting patrons in formulating search strategies and locating needed information through indexes and other reference tools, as well as through computer searching and laser disk databases. Humanities emphasis. Division liaison with English, modern languages, and psychology departments. Assist with bibliographic instruction and with special projects. **QUALIFICATIONS:** ALA-MLS. Subject background in humanities, preferably in English. 2nd master's degree in humanities desirable. Preprofessional library experience desirable. **2) Reference librarian, science and technology (entry level, search extended).** Provides comprehensive reference assistance with emphasis on the sciences from a centralized reference collection. Prepares bibliographies and guides to the literature for use in staff training and classroom instruction. Assists with bibliographic instruction, computerized reference services, and CD-ROM search services. Responsible for reference collection development in assigned areas. **QUALIFICATIONS:** ALA-MLS. Academic background in the sciences required, preferably in physical or life sciences. 2nd master's degree in science-related field preferred. Preprofessional library experience and experi-

ence with online systems of bibliographic data retrieval desirable. 3) **Reference librarian, social sciences (entry level).** Duties are the same as for Position 2 (described above) with emphasis on the social sciences. **QUALIFICATIONS:** ALA-MLS. Academic background in the social sciences required. A 2nd master's degree in a social science-related field preferred. 2 yrs.' preprofessional library experience and experience with online systems of bibliographic data retrieval desirable. **SALARY FOR ALL 3 POSITIONS:** \$19,000 minimum for 10.5 months; \$20,000 with additional master's. **BENEFITS:** Competitive benefits package. No state or local income tax. Faculty rank. **Closing date: Review of applications will begin May 30.** For complete description of duties, qualifications, and benefits, and to apply, contact: Anna Janne, Acting Head, **Personnel Operations, Evans Library, Texas A&M University, College Station, TX 77843-5000; 409-845-8111.** AA, EEO employer.

LAW LIBRARY

Assistant law librarian(s). One, and possibly, 2 positions, University of Illinois Library at Urbana-Champaign. Faculty position(s) available Aug. 21. Responsible to law librarian. Works with other members of staff in giving legal and documents reference service. Aids in use of LEXIS, WESTLAW, and microforms. Possible supervision of support staff and student assistants; possible assistance with bibliographic control and collection development. Works on special projects as they arise. Must be willing to work one night a week. (Complete job description available upon request.) **REQUIRED QUALIFICATIONS:** MLS from ALA-accredited school or equivalent degree; coursework or experience in legal research; evidence of ability to deal effectively with research-oriented faculty and student body; evidence of research orientation and ability to meet university requirements for promotion and tenure. **PREFERRED QUALIFICATIONS:** Prior law library public service experience and experience with LEXIS and WESTLAW; experience with online catalogs/circulation systems. **DESIRED QUALIFICATIONS:** JD degree from ABA-accredited school or its equivalent. Librarians have faculty rank. Salary: \$20,000 & upward, Assistant Professor level, depending on qualifications and experience. **Application/nomination deadline May 15.** Send letter of application and complete resume with names, addresses, and telephone numbers of 5 references to: Allen G. Dries, Library Personnel Manager, U. of Illinois Lib. at Urbana-Champaign, 1408 W. Gregory Dr., Urbana, IL 61801; 217-333-8169. AA, EEO employer.

Reference librarian, University of Michigan Law Library. Provides reference service, including research assistance to law faculty and others; participates in book selection and collection development. Also database searching, bibliographic instruction, and possible teaching in library or Law School. Participates in evening and Sunday duty rotation. **REQUIRED:** accredited JD and MLS; strong service orientation, strong organizational skills. **Preferred:** Reading knowledge of major foreign languages, background or interest in international law, familiarity with computer applications and communications; law library or practice experience. Position available July 1. Assistant/Associate; \$23,000 up, depending on qualifications; benefits worth 22% of salary. **Send letter, resume, transcripts, and names of 3 references by April 15 to:** Margaret Leary, Director, **University of Michigan Law Library, Ann Arbor, MI 48109-1210.** A nondiscriminatory, affirmative-action employer.

LIBRARY EDUCATION

Assistant professor of learning resources. Tenure track. Begin in fall 1988. Must have doctorate in library science or in education

with a master's degree in library science or learning resources. Library experience is required, preferably in a school setting. Responsibilities include teaching courses in such areas as literature for young children and young adults, nonprint media, selecting library materials, and library administration; conducting and publishing research; and carrying out service activities. Minimum salary is \$23,000/9 mos., plus summer and benefits. **Screening of applicants will begin on April 29.** Send letter of application, resume, and names, addresses, and phone numbers of 5 references to: Search Committee, Learning Resources, **Box 509, University of Houston-Clear Lake, Houston, TX 77058.** We recognize that minority and racial diversity increase the quality of our faculty and student body. The University of Houston-Clear Lake is an EEO, affirmative-action employer.

MEDICAL LIBRARY

Information education coordinator. The University of Minnesota Bio-Medical Library is seeking applicants for the position of information education coordinator, reference department. Major responsibilities for the position are the planning, implementation, coordination, and evaluation of an information education program. This includes providing library-sponsored information management classes, course-integrated library instruction and other appropriate information instruction, and developing instructional materials. The Bio-Medical Library currently provides an active program in end-user searching and computer-based information management instruction. In addition, the information education coordinator participates in reference and information services provided by the reference department, including reference desk services and database searching. Some evening and weekend hours may be required. The position requires: 1) a graduate degree from an ALA-accredited school; 2) teaching experience with adult learners; 3) experience in online database searching on BRS, DIALOG, and/or NLM; and 4) excellent communication and interpersonal skills. We are particularly interested in hiring an innovative, energetic librarian with: 1) work experience in a health sciences library; 2) teaching experience in a library or information management setting; 3) coursework in the health or biological sciences; 4) experience with microcomputers; or 5) Medical Library Association certification. The University of Minnesota Bio-Medical Library serves the schools of Medicine, Dentistry, Nursing, Public Health, Pharmacy, Mortuary Science, certain biological sciences, and the University Hospital. The library has

over 350,000 bound volumes and approximately 4,000 active journal subscriptions. Reference services include an instruction program and an active database search service. Other library services include the Learning Resources Center, with emphasis on using microcomputers to support curriculum-based and independent learning in the health sciences; the biomedical information service, a fee-for-service program; automated technical processing; and the Wangsten History of Medicine and Biology Library. The IAIMS environment supported by the Bio-Medical Library is evidenced by close ties to the health sciences faculty, access to MinneMEDLINE (a local database developed jointly by the Bio-Medical Library and health sciences computing services), and e-mail and electronic bulletin board facilities. The reference staff consists of 6 reference librarians and a secretary. Reference staff report to the head of public services. This is a 12-mo. academic/professional position at the Assistant or Associate Librarian rank, depending upon qualifications. Applicants will be expected to meet criteria for continuous appointment. Starting salary from \$25,000. Benefits include 22 vacation days, and excellent medical, dental, and life insurance, and retirement plans. **Applications must be received by June 1.** Identify application with UL167. To apply for this position, please send a letter of application, a resume, and the names and addresses of 3 references to: Barbara Doyle, University Libraries Personnel Officer, **453 Wilson Library, University of Minnesota, Minneapolis, MN 55455.** The Univ. of Minnesota is an equal-opportunity educator & employer and specifically invites & encourages applications from women & minorities.

Interlibrary loan/reference librarian, Health Sciences Library. This position has primary responsibility for coordinating the provision of interlibrary lending and borrowing services for the Health Sciences Library. Duties also include provision of biomedical reference and online bibliographic search services, and participation in the library's collection development program. Interlibrary services utilize microcomputers, electronic mail, DOCLINE, and RLIN's ILL subsystem, as well as traditional delivery mechanisms. Primary duties of this position include supervising 2 full-time library assistants; monitoring adherence to standards; analyzing workflow; preparation of statistical reports; and service as the library's representative at meetings dealing with interlibrary services. The Health Sciences Library serves the schools of Medicine, Dentistry, Nursing, and Public Health; the Presbyterian Hospital; and other affiliated health care, instruction, and research programs in the

Assistant Health Sciences Librarian for Resources and Reference Services Columbia University

Under the general direction of the director, the assistant health sciences librarian for resources & reference services administers the Health Sciences Library's educational, informational, and extramural services and its resource development and preservation programs (including a materials budget of over \$800,000). Coordinates and directs the activities of 17 staff in the following units: reference (including ILL), media & microcomputers, special collections, and collection development. As part of Columbia's Integrated Academic Information Management Systems (IAIMS) program, is responsible for developing and implementing new services and has the opportunity to collaborate on medical information projects. Participates in planning and administration of the entire HSL.

QUALIFICATIONS: ALA-accredited MLS; minimum 5-7 yrs.' relevant experience in increasingly responsible positions; evidence of planning and management skills; demonstrated ability to direct staff and develop new services; leadership potential; excellent written and oral communication skills; familiarity with information technologies and large academic health institutions.

Salary ranges are: Librarian II, \$30,500-\$41,175; Librarian III, \$33,500-\$48,575; Librarian IV, \$37,500-\$52,500 (appointment at Librarian IV is for individuals demonstrating exceptional experience and achievement). Excellent benefits, including assistance with university housing and tuition exemption for self and family.

Deadline for applications is May 31. Send resume, listing 3 references, to: Kathleen Wiltshire, Director of Personnel, Box 35 Butler Library, Columbia University, 535 W. 114th St., New York, NY 10027.

An affirmative-action, EEO employer

Columbia-Presbyterian Medical Center. Delivery of reference and informational services at remote sites is being developed. The library has a full-time staff of over 50, a collection of approximately 420,000 volumes, more than 4,200 current journal titles, a large media center and microcomputer lab, and a comprehensive special collections section. The library is an active participant in Integrated Academic Information Management System (IAIMS) activities at the medical center. In addition to an accredited MLS, requirements are a strong public services orientation and excellent communication skills. Interlibrary loan experience, microcomputer knowledge, and supervisory experience are desirable. Salary ranges are: Librarian I, \$23,000-\$29,900; Librarian II, \$25,000-\$33,750. Excellent benefits include assistance with university housing and tuition exemption for self and family. **Deadline for applications is May 31.** Send resume, listing 3 references, to: Kathleen M. Wiltshire, Director of Personnel, **Box 35 Butler Library, Columbia University, 535 W. 114th St., New York, NY 10027.** An affirmative-action, equal-opportunity employer.

Reference librarian, Health Sciences Library. Responsibilities of this position include provision of biomedical reference and online bibliographic search services, and participation in development and presentation of instructional sessions. The incumbent will also participate in the library's extramural and collection development programs, and assist in interlibrary borrowing. The reference section has a staff of 6 professionals and 3 support staff. The Health Sciences Library serves the schools of Medicine, Dentistry, Nursing, and Public Health; the Presbyterian Hospital; and other affiliated health care, instruction, and research programs in the Columbia-Presbyterian Medical Center. Delivery of reference and informational services at remote sites is being developed. The library has a full-time staff of over 50, a collection of approximately 420,000 volumes, more than 4,200 current journal titles, a large media center and microcomputer lab, and a comprehensive special collections section. The library is an active participant in integrated academic information management system (IAIMS) activities at the medical center. In addition to an accredited MLS, requirements are a strong public services orientation and excellent communication skills. Microcomputer knowledge, a degree in biological sciences, and/or experience with online bibliographic database searching are desirable. Preference will be given to candidates with strong background in instructional services and/or outreach programs. Salary ranges are: Librarian I: \$23,000-\$29,900; Librarian II: \$25,000-\$33,750. Excellent benefits include assistance with university housing and tuition exemption for self and family. **Deadline for applications is April 30.** Send resume, listing 3 references, to: Kathleen Wiltshire, Director of Personnel, **Box 35 Butler Library, Columbia University, 535 W. 114th St., New York, NY 10027.** An equal-opportunity, affirmative-action employer.

MUSIC LIBRARY

Music-fine arts librarian. Wichita State University is seeking a librarian who will administer and provide reference service in the Music Library, and supervise one paraprofessional and one FTE student assistant. Responsible for collection development, bibliographic instruction, and faculty liaison in the areas of music, art, film, dance, and theater and will provide general reference service in the main library. This position reports to the associate dean for library services. An ALA-accredited MLS and a baccalaureate degree in music is required. A graduate degree in music and academic library experience is desirable. The successful candidate will be service oriented, able to work effectively with both students and faculty, and committed to promoting library services and collections to

the academic community. **SALARY AND BENEFITS:** Starting salary \$20,000-\$26,000 for 12 mos. depending on experience and qualifications. The successful candidate will be eligible for tenure review and enjoy faculty status. Benefits include TIAA/CREF and a choice of Blue Cross-Blue Shield or HMO and 22 days' annual leave. Wichita State University is an urban institution with an enrollment of 17,000. The library is fully automated on the NOTIS system. The library building is currently being remodeled and expanded. Librarians at Wichita State have faculty rank, privileges, and responsibilities. Wichita is an active, growing city with a population of 350,000. Professional activities and conference attendance are supported by the library. **Send letter of application, resume, and names, addresses, and phone numbers of 3 references by May 15 to:** James C. Eller, Associate Dean for Library Services, **Box 68, Wichita State University, Wichita, KS 67208.** Finalists will be invited for an expense-paid interview. Wichita State University is an affirmative-action, equal-opportunity employer.

Music librarian. The Music Library primarily supports the curricular and research needs of the Music Department (School of Arts and Sciences) and the Music Division (School of the Arts), which offer degrees through doctoral level in historical musicology, theory, ethnomusicology, and composition. There is a strong commitment to continue to develop the Music Library as a center of excellence. The music librarian has administrative responsibility for the Music Library and all of its services, including circulation, reserves, the listening room, and special programs. **PROFESSIONAL RESPONSIBILITIES INCLUDE:** collection development, in-depth reference and consultation services, and advanced instructional programs aimed at music majors and graduate students. The librarian supervises one paraprofessional, one support staff employee, plus student employees. In addition to an accredited MLS, requirements are: minimum of 5 yrs.' related experience in a major research library setting; established background in music and related fields; working knowledge of German and at least one other European language; thorough understanding of research strategies in the humanities and of relevant bibliographic tools and techniques; understanding of technology and its implications in the context of reference and research in music. An advanced degree in musicology is preferred. Salary ranges are: Librarian II, \$26,500-\$35,775; Librarian III, \$29,500-\$42,775; Librarian IV, \$33,500-\$46,900. (Appointment at Librarian IV is for individuals demonstrating exceptional experience and achievement.) Excellent benefits include assistance with university housing and tuition exemption for self and family. **Deadline for applications is April 18.** Send resume, listing 3 references, to: Kathleen M. Wiltshire, Director of Personnel, **Box 35 Butler Library, Columbia University, 535 W. 114th St., New York, NY 10027.** An affirmative-action, equal-opportunity employer.

PUBLIC LIBRARY

Adult reference and audiovisual librarian, Ann Arbor (Mich.) Public Library. A school district public library supported by a separately voted tax; serving 130,000; 1 million circulation; central library, 3 branches, and bookmobile. **DUTIES INCLUDE:** Provide reference and library assistance of all kinds; responsible for selecting, developing, and maintaining the Main Library's collection of adult books about music, printed music, and sound recordings; responsible for coordination of systemwide selection and acquisition of all adult audiovisual materials; following implementation of library's long-range plan and approval of bonding for Main Library's expansion, help plan new audiovisual/microcomputer area. **MINIMUM QUALIFICATIONS:** Mas-

ter's in library science from an ALA-accredited library school. One yr.'s successful and relevant public library experience. Bachelor's degree in music or evidence of extensive musical knowledge especially in rock, pop, jazz, country, and folk. Possess or be eligible for valid Michigan Professional Library certificate. **DESIRED QUALIFICATIONS:** 3 yrs.' successful and relevant public library experience. Broad knowledge of reference resources, including database searching and microcomputer systems and software, especially in the context of library or computer lab services. **ENTRY SALARY:** MA, step 2, \$23,870 plus 10% index, of a 10-step teachers' salary schedule (step 10: \$39,050 plus 10% index). Excellent benefits. **Deadline for application: April 19, 5 pm.** Please indicate if you are attending PLA in Pittsburgh. Out-of-town applicants selected for interview and attending PLA will be interviewed there. Include a letter of application and professional resume to: Dolores Dawson, Assistant Superintendent for Human Resource Services, **Ann Arbor Public Schools, 2555 S. State St., Ann Arbor, MI 48104.** (Please do not inquire at or apply to the public library.) An equal-opportunity, affirmative-action employer.

Adult services consultant. ALA-MLS to work in a progressive, growing library system located off the New York State Thruway and the Quickway, Route 17, 2 hrs. from N.Y.C. Duties will include public relations for the system and its members; programming; continuing education; working with 50 member libraries in collection development, reference services, and microcomputer activities such as book order, communication by modem, and interaction on the developing automated library system. Salary in the mid-\$20s, dependent on experience. **Send resume by April 1.** Include salary history and names of 3 references to: **Ramapo Catskill Library System, Search Committee, 619 North St., Middletown, NY 10940.**

Assistant director. ALA-MLS, 5 yrs.' experience including supervisory experience. New position offers unique opportunity for professional growth in library serving a university-enhanced community of 80,000. Responsibilities include personnel and staff development, public relations, adult and young adult program coordination, and assistance with other administrative matters. Minimum salary: \$23,244. Send resume and 3 references to: Patricia Schaefer, Director, **Muncie PL, 301 E. Jackson St., Muncie, IN 47305.**

Assistant library director, city of Myrtle Beach, S.C. (pop. 25,000). City library system currently planning major expansion to be completed in late 1989. Seeking assistant director to assist library director (city librarian) with expansion program, general administration, and professional library services to the community. **REQUIRES** master's degree in library science from an ALA-accredited library school and 2 yrs.' professional experience in public library work. Prefer experience in reference services area and with automated library systems. Salary: \$21,192-\$30,692 plus benefits. **Send resume and college transcript(s) by May 16 to: Personnel Dept., POB 2468, Myrtle Beach, SC 29578.** EOE, H.

Assistant library director. The city of Harlingen is accepting resumes for the position of assistant library director. Position reevaluated. Search reopened. Knowledge of micro-based systems and library applications required. Previous supervisory experience preferred. Duties include reviewing, recommending, and installing micro application software, and supervising technical services and circulation control. Opportunity to work with long-range regional system automation plan. Annual starting salary \$22,656. Send resume to: Personnel Director, **City of Harlingen, POB 2207, Harlingen, TX 78551.**

Associate director. Directs the functional portion of the library system, including all public service outlets and some support services, for a system serving 151,000, 2 million circulation, \$3 million budget. Salary range \$36,000-\$54,000; full benefit package. Requires MLS from ALA-accredited school and 5-7 yrs.' demonstrated progressively increasing responsibility and work experience in a library work environment. **Closing date May 20.** Send resume and references to: M. LeBrun, Harford County Library, 100 Pennsylvania Ave., Bel Air, MD 21014.

Associate director, management services. Under the general direction of the library director, assumes systemwide responsibility for all management services. Duties will include but not be limited to: financial planning and oversight of the accounting function; promotion of effective library public relations in consultation with the head, public relations; coordination of the planning, design, and construction of all new or remodeled library building projects; making regular inspections of all library buildings and grounds to determine maintenance needs; preparing specifications, initiating the bid procedure, and evaluating the bids received for the purchase of supplies, furniture, equipment, books, periodicals, binding; developing an effective human resources management program in consultation with the administrative assistant for personnel services. **QUALIFICATIONS FOR THE POSITION INCLUDE:** Graduation from an accredited college or university and ALA-accredited library school; Indiana Certification Librarian I; and 10 or more yrs.' successful experience in professional library work, including 6 or more yrs. involving supervisory and administrative duties. Position is open. The 1988 salary range is \$46,400-\$69,400. The position will be filled at the beginning rate. Candidates wishing to be considered should submit a letter of application, a resume with specific attention to the requirements of the position, and copies of undergraduate and graduate transcripts. A written statement defining the relationship between the last 6 yrs.' experience and ability to successfully perform the responsibilities assigned to the position is also required. Copies of the complete job description are available upon request. **The deadline for applications is 5 pm, Fri., May 27.** Applications received in the Personnel Office after that date and time will not be considered. Inquiries and applications may be directed to: Carolyn Wheeler, Administrative Assistant for Personnel Services, Indianapolis-Marion Co. PL, 40 E. St. Clair St., Indianapolis, IN 46204; 317-269-1715.

Automation consultant. Immediate opening available for self-starter who has knowledge and experience with microcomputer library applications. Would work with member libraries in automation planning and start-up, assist in automation continuing education, share ideas about automation, and serve as representative at automation meetings. Would manage a CLSI central site operation. People skills and promotional ability required. Needs flexible personality, speaking and writing skills, and desire to travel in the 12-county area (system car provided). MLS from ALA-accredited school, 3 yrs.' professional library experience, including job-related work with micros, needed. Supervisory skills desirable. Must relocate to Rockford after being employed. Need valid driver's license. Salary: \$22,688-\$32,000, negotiable based on qualifications. Excellent benefits. Send credentials to: Sharon Loe, Assistant Director, Northern Illinois Library System, 4034 E. State St., Rockford, IL 61108. EOE.

Branch librarian. ALA-MLS required. Supervisory experience desired. Responsibilities include collection development, programming, neighborhood outreach. Salary: \$19,647, with benefits. Send resume and 3 references to: Patricia Schaefer, Director, Muncie PL, 301 E. Jackson St., Muncie, IN 47305.

Branch librarian. Creative, energetic person to plan and coordinate activities in new main branch. Community involvement and hospitable, friendly approach to public relations essential. Work with active Friends group. MLS from accredited library school required. Starting salary \$19,796. 18 days' annual leave. **Send letter of interest, names of 3 professional references, and resume by May 6 to:** Ellen Bowen, Director, Lafourche Parish Library, 303 W. Fifth St., Thibodaux, LA 70301.

Business reference librarian. Coordinate LSCA-funded Rogue Valley (Oreg.) business reference cooperative, becoming permanent reference librarian after one-year grant. Under direction of project manager, organize and give workshops on business reference resources to public and academic librarians, publicize project in local business communities, conduct online database searches, staff public library reference desk. **QUALIFICATIONS:** MLS; organizational, speaking, public relations, and teaching skills. Public library reference and online search experience desirable. Salary \$18,970-\$25,422 depending on qualifications. **Closing date April 22.** Request complete job description from, and send resume to: **Employee Relations Division, Jackson County Courthouse, Medford, OR 97501.**

Catalog/adult services librarian for busy, medium-sized public library 45 miles west of Boston. We are a regional library for central Massachusetts region with wide range of services, resources, and programs. MLS required. Salary (effective July 1): \$20,775-\$22,393 minimum, depending on experience; merit increases to \$28,396; 4 weeks' vacation plus 6 earned personal days. **Apply by May 9 to:** Elizabeth L. Berry, Catalog Librarian, Fitchburg Public Library, 610 Main St., Fitchburg, MA 01420. EOE, AA employer.

Children's and youth services supervisor in beautiful Berkshire County at an active and progressive public library with over 380,000 annual circulation. Requires a dynamic, team-oriented librarian with MLS; successful, recent, and relevant library experience; excellent interpersonal skills; knowledge of children's literature; imaginative and successful children's programming abilities; familiarity with computerized library systems; and ability and willingness to operate children's department under very tight staffing constraints. Provides direction to library's part-time young adult specialist; works public desk and supervises one full-time and several part-time workers, plus volunteers. Salary review in progress with current starting salary \$20,538-\$21,173. **Send resume and letter of application by April 30 to:** John Fuchs, Director, Berkshire Athenaeum, One Wendell Ave., Pittsfield, MA 01201.

Children's librarian—Assistant Librarian in headquarters building. If you like children and Southern living, have ALA-MLS, and seek position in growing, progressive library, apply soon. Librarian I, \$20,556 and up, available now. Great area to live and work in, near urban centers and recreational areas. Send resume to: County Librarian, **Spartanburg County Public Library, POB 2409, Spartanburg, SC 29304.**

Children's librarian for small public library in a unique community of 8,700 near Cleveland. MLS required. Desire energetic, friendly, idea person with experience if possible. Help plan new building. Position available July 1. PERS and benefits. \$16,000-\$18,000. **Deadline April 15.** Resume and names of 3 references to: Rose Wolf, Director, **Oberlin Public Library, 52 W. Lorain St., Oberlin, OH 44074.**

Children's Librarian I, The Urbana Free Library. **RESPONSIBILITIES INCLUDE:** reference, readers' advisory, programming, book talking, collection development, public re-

lations. Applicant must have an ALA-accredited master's degree (May or August 1988 graduate may apply) and training or experience in children's literature and services. Salary range: \$18,360-\$22,950 (\$19,186-\$23,981 as of July 1). Excellent benefits. Applications will be accepted until position is filled. The Urbana Free Library is an active public library with an annual budget of \$1 million and 33 FTE staff. Urbana is a community of 36,000 in an urbanized area of 120,000 and is the home of the University of Illinois. Applications must include official library school transcripts and 3 letters of reference from employers or professors. Applications to: Catherine Percy, Secretary to the Executive Director, **The Urbana Free Library, 201 S. Race, Urbana, IL 61801.** Questions to: Linda Dillner, Director of Children's Services, at the same address, or 217-367-4069. EOE.

Genealogy/local history librarian. Chattanooga-Hamilton County Bicentennial Library is seeking candidates with significant genealogical, local history, and archival experience for Librarian II position. Assists department head in training and supervising staff and collection development; responsible for working with public at reference desk and through correspondence, cataloging, and processing manuscripts, and teaching basic genealogy classes. **REQUIREMENTS:** MLS from ALA-accredited program; 2 yrs.' professional experience with preference given to persons having genealogical/local history background. Strong public service orientation with ability to communicate effectively both verbally and in writing. May consider candidates with less experience depending on educational background. Salary range: \$18,000-\$25,717. 4 weeks' vacation plus other fringe benefits. **Application deadline: April 20.** Send letter, resume, and 3 professional references to: Theda Wexler, Personnel Officer, **Chattanooga-Hamilton County Bicentennial Library, 1001 Broad St., Chattanooga, TN 37402.** EOE.

Head of circulation department and Browsing Library, Ann Arbor (Mich.) Public Library. A school district public library supported by a separately voted tax serving 130,000, 1 million circulation; central library, 3 branches, and bookmobile. **DUTIES INCLUDE:** Operation of circ. department at main library and coordination of circ. services to branches and outreach; coordination of the automated circulation system; supervision of staff of over 30; departmental planning and budgeting; maintenance of systemwide statistics; and following implementation of library's long-range plan and approval of bonding for main library's expansion, to oversee also Browsing Library of fiction, special collections, periodicals, coordination of adult programming, and YA services. **MINIMUM QUALIFICATIONS:** Master's in library science from an ALA-accredited library school. 3 yrs.' successful and relevant public library experience. Supervisory experience and experience in an automated library system and in fiction selection. **DESIRED QUALIFICATIONS:** 5 yrs.' experience and 2 yrs.' supervisory experience. Entry salary: MA, Step 3, \$25,545 plus 15% index, of a 10-step teachers' salary schedule (Step 10, \$39,050); excellent benefits. Position currently available. **Deadline for application: April 19, 5 pm.** Please indicate if you are attending PLA National Conference in Pittsburgh. Out-of-town applicants selected for interview and attending PLA will be interviewed there. Include a letter of application and professional resume to: Dolores Dawson, Assistant Superintendent for Human Resource Services, **Ann Arbor Public Schools, 2555 S. State St., Ann Arbor, MI 48104.** (Please do not inquire at or apply to the public library.) An equal-opportunity, affirmative-action employer.

Head of public services (search extended). Excellent opportunity for an innovative and enthusiastic librarian who works well in a transitional environment. Port Clinton is a

resort community of 17,000 with a main library, island branch, and bookmobile service. Collection size 64,000, materials budget \$77,000. Responsibilities include: Managing the reference dept., supervising staff, material selection, collection development. Local historgenealogy, ILL, telefax, literacy programs, and the overall management of public services. An ALA-accredited MLS is required, 1-3 yrs. experience is preferred. Knowledge of automation and/or building renovation a plus. 1988 salary range: \$18,000-\$23,525 plus benefits. **Send letter, resume, and 3 references by May 2 to:** Patrick Losinski, Director, **Ida Rupp Public Library, 310 Madison St., Port Clinton, OH 43452.** Interviews will also be conducted at the PLA Conference in Pittsburgh.

Head of special collections, the Rosenberg Library, including archives, rare books, & museum departments. Staff of 5. Collections include mss., maps, photos, architectural drawings, books, broadsides, & art & historical relics. Active publication & outreach programs, exhibits, lecture series, etc. **QUALIFICATIONS:** MA in LS or archival administration or history with major archival emphasis; interest in expanding training to rare books & museums; 2 yrs. archival exp. Salary range \$19,152-\$27,347 plus liberal benefits. Contact: John Hyatt, Exec. Director, **The Rosenberg Library, 2310 Sealy Ave., Galveston, TX 77550.**

Librarian I. Jefferson Parish, La., located adjacent to the city of New Orleans, has several vacancies available. Responsibilities: Branch or bookmobile manager. Qualifications required: ALA-accredited MLS degree. Salary range: \$18,444-\$21,384. Applications accepted continuously. Send resume and salary requirements, requesting official application forms, to: **Jefferson Parish Personnel Dept., Room 818, New Courthouse Building, Gretna, LA 70053; Attn.: Carolyn Saladino.**

Librarians. The San Bernardino Public Library is developing a list of candidates to fill **4 open positions, 2 in reference and 2 branch heads.** The city of San Bernardino has a growing population of 140,000 and is the gateway to many recreational areas in southern Calif. If you enjoy the mountains and deserts and plenty of sunshine, this is the place for you. We are looking for applicants who like a challenge, and are willing to take the responsibility to develop programs and to work independently in a leading library system. Monthly salary range is \$1,931-\$2,352 plus many benefits. For more information, call City Librarian Steve Whitney at **714-381-8210.** Call or write for application to: **Personnel Department, City of San Bernardino, 300 N. D St., San Bernardino, CA 92418; 714-384-5061.** Resumes not accepted in lieu of application.

Library assistant director, systems support & technical development. Beginning monthly salary: \$3,152; monthly salary range: \$3,152-\$4,663. Position directs centralized management information system plus technical and systems support services for the Atlanta-Fulton Public Library. Successful candidate will have a master's degree in library science from an ALA-accredited college or university and extensive progressively responsible professional experience (minimum 5 yrs.) in library technical service, library automation, and systems analysis. Must possess or have the ability to obtain a valid State of Georgia Librarian's Professional Certificate prior to attaining permanent Merit System status. To obtain an application, send resume to: **Fulton County Personnel Dept., 503 Administration Bldg., 165 Central Ave. S.W., Atlanta, GA 30303.** An equal-opportunity employer.

Library director. Atlantic County Government is seeking a skilled professional for a growing library system in southern New Jersey. Responsible for the management of all service

Director Monroe County Library System

Applications are invited for the position of director of the Monroe County Library System serving Michigan's southeastern gateway county between Detroit and Toledo. 16 branches, a bookmobile, and a reference/information and processing center serve 135,000 people in a diversity of agricultural, industrial, suburban, and small city/town areas. The budget is \$2,979,117; staff 70; holdings 540,000; circulation 1.058 million. The system also is a principal resource center for the Woodlands Library Cooperative covering Michigan's southern tier.

SOME PRINCIPAL RESPONSIBILITIES OF THIS CHIEF EXECUTIVE POSITION ARE: 1) directs and administers library operations; 2) serves as primary spokesperson and represents the library system to the community at large; 3) manages the system's fiscal resources; and 4) monitors legislative issues and concerns. Some desirable knowledge, abilities, and skills are: extensive knowledge of library management theory, procedures, and practices; ability to determine community needs relative to library services and to analyze and evaluate services; wide knowledge of books and authors and reading interests; knowledge of library automation applications; knowledge of fundraising including grantsmanship; experience in day-to-day management of library operations; ability to establish effective working relationships with leadership people throughout the county and state; demonstrated ability to recruit, train, motivate, and supervise employees; strong personal leadership qualities.

MINIMAL QUALIFICATIONS: Master's or 5th-year bachelor's degree in library science from an ALA-accredited program; 10 yrs. increasingly responsible professional library experience, including 5 yrs. successful managerial experience. An equal-opportunity employer. Salary: \$50,000. Standard benefits.

Applications accepted until position is filled; preference will be given to those received prior to April 25. Send resume, with an informative, 1-or-2-page cover letter, to the library executive search/screening firm of:

GOSSAGE REGAN ASSOCIATES
15 W. 44th St.
New York, NY 10036

programs of the 7-branch system which serves 140,000 people. Position requires MLS from ALA-accredited institution, at least 5 yrs. experience in public library administration, effective communication skills. Experience in automation and new library construction preferable. Salary is negotiable within the range of \$39,405-\$41,501 dependent upon qualifications. Excellent benefits. **Preference will be given to applications received by April 29.** Send letter of application, resume, and names of 3 references with names, addresses, and telephone numbers to: **Joyce Ross, Personnel Director, Atlantic County Government, 1333 Atlantic Ave., Atlantic City, NJ 08401.** Atlantic County Government is an equal-opportunity employer.

Library director. Johnson County, Kans. (library district pop. 250,000) is continuing its search for an experienced person to direct its public library system. The successful director should possess exceptional leadership/managerial skills with extensive executive-level experience in administering a large public library system. A master's degree in library science from an accredited library school, public administration, or a related degree is preferred. **Our resume deadline has been extended from Dec. 15, 1987, to May 13, 1988.** The position's starting salary range is \$50,432-\$63,040 annually including a comprehensive benefits package. Interested persons should submit resume with salary history to: **Johnson County's Personnel Office, 100 E. Santa Fe, Suite #206, Olathe, KS 66061.** EOE, M/F/H.

Library director. Kansas City (Kans.) Public Library System, serving a diverse community of 170,000, is seeking outstanding candidates for director of libraries. The system consists of a main library and 2 branch libraries with a circulation of 620,000 and an annual budget of \$2.15 million, operated under the direction of the Board of Education and the superintendent of schools. **RESPONSIBILITIES INCLUDE:** The organization and administration of all phases of the library services for the community. Candidates must have an ALA-accredited MLS with 8 yrs. professional library experience including experience in administration and supervision. Salary: \$46,000-\$57,000. **Deadline May 1.** Submit

letter of application, resume, and 5 professional references with addresses and phone numbers to: **Ray Daniels, Assistant Superintendent for Personnel, 625 Minnesota Ave., Kansas City, KS 66101.**

Library director, Morrilton Conway County, Ark. Library board is seeking applications to fill vacancy, available immediately. **QUALIFICATIONS:** ALA-accredited MLS; 2-5 yrs. relevant administrative and supervisory experience; will consider 1988 graduate; must be capable of working effectively with library board, community groups, and local schools. Salary: \$21,000-\$23,000 depending on experience. Send letter of application, resume, and 3 references to: **Library Board Chair, Conway County Library, 23 Indian Lane, Morrilton, AR 72110.**

Library director. Immediate opening for director of Allendale-Hampton-Jasper Regional Library, a growing library system in the Low Country section of S.C. Regional population of 43,363 is provided services from 3 main library facilities, 2 branches, and a bookmobile. Regional headquarters, in Allendale, is located approx. halfway between Savannah and Augusta, Ga. Budget: \$159,000; staff: 8.5 FTE; 1986-87 circulation: 84,546. Applicants must have ALA-accredited MLS; preferred: at least 2 yrs. professional experience. Responsible for budget, book-keeping, personnel, public relations, materials selection, and overall management of regional operations. Salary for minimum qualifications: \$21,600. State retirement, 35-hour workweek. Send resume to: **Allendale-Hampton-Jasper Regional Library, War Memorial Bldg., PO Drawer 768, Allendale, SC 29810.** EOE, AA.

Library director. QUALIFICATIONS: eligibility for Grade I Wisconsin Library Certificate, master's degree in library science from ALA-accredited school. 5 yrs. recent public library experience desirable, 2 yrs. of which must have included administration and supervisory responsibilities. Strong business, planning, and organizational skills. Salary mid-\$20s, commensurate with experience. Excellent fringe benefit package. **Application deadline May 2.** Send resume to: President, **Door County Library Board, Door County Library, 107 S. 4th Ave., Sturgeon Bay, WI 54235.** An equal-opportunity employer.

Professional Opportunities

THE BOSTON PUBLIC LIBRARY

The Boston Public Library is seeking **entry-level and experienced** professionals with strong commitments to excellence in public library service to participate in its major program of development and revitalization.

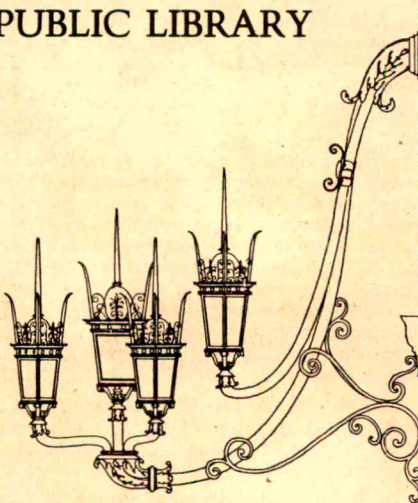
Opportunities exist in **adult, young adult, and children's services; reference services; technical services; and in supervisory positions.** Salary ranges are subject to a 6.25% increase in July 1988 and another 6.25% increase in July 1989, per negotiated collective bargaining agreements.

Entry-level position • \$22,823–\$30,810
2 or more yrs.' experience • \$25,155–\$33,963
Supervisory-level position • \$27,733–\$41,269

All professional positions require a master's degree in library science from an ALA-accredited library school and coursework in the service area of interest. Send applications to:

**Personnel Office
Boston Public Library
Copley Sq.
Boston, MA 02117**

An equal-opportunity, affirmative-action employer



Library director sought for public library in attractive small community of 13,800. Library has 53,800 volumes, annual circulation 132,000, FY 1988 budget \$272,924, staff of 4 FT, 7 PT. ALA-accredited MLS, 5 yrs.' public library administrative experience desired. Knowledge of Geac or equivalent. Salary range \$32,000–\$45,750 plus benefits. Responsible for planning, direction, supervision of library operations, personnel, budget, acquisitions, and community liaison. **Cover letter and resume by April 15 to:** Search Committee, **Avon Free Public Library, 281 Country Club Rd., Avon, CT 06001.** An EOE, M/F position.

Library director. Wayne, N.J., suburban community of 48,000 located near N.Y.C., seeks creative and enthusiastic professional. Regional library of 200,000 vols. including 2 branches. ALA-MLS with 5 yrs.' min. progressively responsible experience, including 3 yrs.' supervisory/administrative. Automation imminent. Minimum salary \$35,750. **Resume by May 1 to:** James Grogan, Pres., **Wayne Public Library Board of Trustees, 475 Valley Rd., Wayne, NJ 07470.**

Reference librarian. Responsible for reference/readers' advisory services, interloans, and material selection. Requirements: ALA-accredited master's degree, good communication skills, ability to work well with patrons/staff. 40-hr. workweek (includes every other Saturday and 2 nights). Minimum salary \$20,350 plus fringes. **Deadline April 15.** Send resume and 3 letters of recommendation to: Sneh Bains, Director, **Bayonne Public Library, 697 Ave. C, Bayonne, NJ 07002.**

Reference librarian to serve in a dynamic, growing library system located in Florida's horse country. The person chosen will assist the reference supervisor in the daily operation of the department located in the main library in Ocala. Some weekend and night work. ALA-accredited MLS degree required. Salary: \$17,461–\$25,473. Contact: Robert Lipscomb, Director, **Central Florida Regional Library, 15 S.E. Osceola Ave., Ocala, FL 32671; 904-629-8429.**

Reference services supervisor/Librarian II. Under the direction of the head of adult services, the Librarian II supervises reference services and staff at the Charleston Library, recommends the selection of materials, and performs actual reference service. MLS from ALA-accredited library school. Professional reference and supervisory experience in a public library highly desirable. Hiring salary range: \$23,684–\$24,883 (effective July 1). **Apply by May 18.** Preliminary contact may be arranged at PLA Conference. Send 3 work-related references with resume to: Personnel Officer, **Kanawha County Public Library, 123 Capitol St., Charleston, WV 25301.** EEO.

Supervisor, technical services (Librarian III), Manatee County Public Library System, Bradenton, Fla. Position directs all technical services functions including supervising staff of 5.25 FTE with one professional cataloger, SOLINET retrospective conversion, and acquisitions. The library is a member of SOLINET/OCLC and the Tampa Bay Library Consortium. Position requires ALA-MLS plus 5 yrs.' progressively responsible public library technical services experience, including 3 yrs.' supervisory experience. Desired qualifications include knowledge of AACR2 and MARC formats, experience with technical services automation, ability to motivate clerical and professional staff, excellent supervisory, interpersonal, and communication skills. Salary negotiable within range of \$19,177–\$28,226 with excellent fringe benefits. Applications will be accepted until the position is filled. Send current resume and the names, addresses, and telephone numbers of 3 professional references to: Frank Gilbert, Asst. Director, **Manatee County Personnel Dept., POB 1000, Bradenton, FL 34206.** Manatee County is an EOE, M/F/H/V.

Technical services librarian needed for Uinta County Library, Evanston, Wyo. Candidates must have an ALA-accredited MLS, which includes coursework in the Dewey Decimal System, Library of Congress subject headings, AACR2, and online cataloging using OCLC. Responsibilities of this position

include supervision of 3 staff persons, online cataloging, some original cataloging, continuing a retrospective conversion of a collection of about 60,000 volumes using a combination of OCLC and Bibliofile, planning and implementing our conversion from Sears subject headings to LC, and supervision of linking Uinta County Library's holdings into a statewide Geac database. Position may include some reference work. The library adds about 7,000 volumes annually. Salary range begins at \$18,054 annually depending upon qualifications and experience. A generous fringe benefit package is included. Applications accepted until position is filled. Send letter of application, resume, and 3 references to: Frank J. Swan, Director, **Uinta County Library System, 701 Main St., Evanston, WY 82930.**

Technical services librarian. QUALIFICATIONS: ALA-accredited MLS; supervisory and cataloging experience. **DUTIES:** Management of technical services department, including acquisitions; use of CLSI system and participation in automated network. **PROPOSED SALARY** (beginning July 1): \$22,389. **DEADLINE: April 15.** Send resume to: Director, **Chelmsford Public Library, Boston Rd., Chelmsford, MA 01824.**

Youth librarian/assistant coordinator, branch library. Responsible for children's/young adult services, program planning/implementation, tours, outreach visits, book talks, workshops, collection development, promotion, and setting goals/objectives. ALA-accredited MLS required; no previous experience necessary; preference given for special interest/background in children's work. Salary \$16,356. Send resume, transcripts, and references to: Mary Kay Snell, **Amarillo Public Library, POB 2171, Amarillo, TX 79189.**

Youth services librarian. Immediate opening for enthusiastic and outgoing youth services librarian for small public library serving tax district of 35,000 residents. ALA-accredited MLS or equivalent combination of education and experience required. Library science students nearing completion of program will be considered. Responsibilities include programming, reference, materials selection, and cataloging. Some nights and weekends required. Salary: \$15,000. Must be able to work with volunteers. Applications will be taken until position is filled. Send letter of application, resume, and 3 references to: Debra S. Rhodes, Director, **Palm Harbor Library, 905 12th St., Palm Harbor, FL 34683.**

2 positions, Ector County Library, Odessa, Tex. Search extended. 1) **Head, adult services.** Supervises one paraprofessional and 2 clericals. Provides all reference/readers' advisory service to population of 115,000. Responsible for reference, interlibrary loan, periodicals, and collection development. Requires ALA-accredited MLS. Public library experience preferred. Salary range \$17,338–\$19,955. 2) **Head, technical services.** Supervises 1.5 clericals. Responsible for all cataloging and some acquisitions work. Library has OCLC. Requires ALA-accredited MLS, one yr.'s public library OCLC experience preferred. Salary range \$19,387–\$22,443. Ector County Library is the public library for Odessa, in the oil country of West Texas. Excellent climate. Positions open until filled. Apply with county application, resume, and the names, addresses, and phone numbers of 3 references to: Barbara R. Horton, Director, **Ector County Library, 321 W. 5th, Odessa, TX 79761; 915-333-9633.** EOE, AA.

Interested in a temporary trade of jobs/housing with a colleague? Expand your professional horizons with an ad in AL's Professional Exchange.

3 positions, El Paso Public Library. 1) **Coordinator of technical services** (search extended). Directs technical services division, including the acquisition, cataloging, and processing of all library materials. Supervises 4 librarians and 14 support staff. Experience and/or knowledge of library automated systems highly desirable. Library is scheduled to bring automated circulation and public access catalog system online September 1988. **REQUIRES** ALA-accredited master's degree in library science and 6 yrs.' progressively responsible experience, with 2 yrs.' supervisory experience in technical services. Starting salary: \$27,815 with merit increases to \$35,096. 2) **Assistant coordinator, extension services.** Responsibilities include collection development, community outreach, promotion of branch services, and evaluation of branch service programs and personnel for the library system's 9 branches and 2 bookmobiles. **REQUIRES** MLS from an ALA-accredited school and 4 yrs.' progressively responsible public library experience, including branch experience. Spanish-language ability highly desirable. Starting salary \$24,143 with merit increases to \$30,477. 3) **Acquisitions librarian, Librarian II** (search extended). Responsible for organizing and supervising all acquisitions procedures; supervises 5 staff; monitors budget allocations and expenditures; participates in systemwide collection development. **REQUIRES** ALA-accredited master's degree in library science, minimum of 2 yrs.' related experience, at least one yr. of which was full time in acquisitions. Starting salary \$22,033 with merit increases to \$27,815. **ALL POSITIONS:** 22 days' annual leave, 15 days' sick leave, group health insurance, and retirement plan. **Letter of application, with resume, must be postmarked no later than April 29.** Address correspondence to: **Personnel, El Paso Public Library, 501 N. Oregon, El Paso, TX 79901.** An equal-opportunity, affirmative-action employer.

SCHOOL LIBRARY

Elementary and secondary library positions. Join a growing school district located on the beautiful sea islands of South Carolina. Beaufort County School District will have elementary and secondary library positions available for 1988-89. Extended contract and excellent benefits package; \$17,964 (BA)—\$32,595 (master's). Let us tell you more about our district. Call or write today to: **Personnel Dept., Beaufort County School District, PO Drawer 309, Beaufort, SC 29901; 803-524-2660.**

Librarian, St. Andrew's-Sewanee School. Responsible for 15,000-vol. library and audiovisual equipment for this boarding/day school of 234 students. ALA-accredited MLS person who enjoys working with adolescents and would find it an exciting challenge to make the library a central resource for the school's emerging curriculum. Salary \$14,600 minimum, plus housing, utilities, and food if residential responsibilities are assumed. Send resume and references to: The Reverend William S. Wade, Headmaster, **St. Andrew's-Sewanee School, St. Andrews, TN 37372; 615-598-0503.**

SPECIAL LIBRARY

Head of reference department, Minnesota Historical Society. This position is responsible for the operations and policies of the society's reference areas. It is a new position created by a merger of the library and the archives and manuscripts reference units. Initial emphases on coordinating and merging the existing reference units, facilitating introduc-

tion and implementation of public service databases, and planning the reference facility for the society's new building opening in 1991. The department, one of 5 in the division of library and archives, has 10 professional and 3 clerical positions. The collections of the society include 250,000 volumes; 70,000 cu. ft. of manuscripts and state and local government records; 25,000 newspaper microfilms; 150,000 photographs; 3,000 works of art; and other materials relating to the history of the state. Candidates must be committed to public service. Knowledge of reference skills and procedures, historical research methodology and sources, and bibliographic utilities and reference databases required. Ability to design and implement new programs and to creatively manage a complex program is essential. Supervisory and managerial experience and reference experience in an archives or library required. Graduate degree in library science, history, or related field preferred. Minimum salary: \$33,000. **Send cover letter and resume by May 31 to:** Lila Goff, Assistant Director, **Minnesota Historical Society, 690 Cedar St., St. Paul, MN 55101.** EOE.

STATE AGENCY

Archivist C. Analyzes, arranges, and describes complex collections of private papers and public records. Prepares for publication guides and inventories. Appraises collections for acquisition, retention, or deaccessioning. Provides reference services. Assists in developing activities and publications promoting use and understanding of holdings. Performs at high level of competence requiring thorough knowledge of archival theory and practice as well as historical research. Effective communications skills essential. Knowledge of Virginia history and familiarity with MARC-AMC format desirable. Master's degree in library science, history, or related field, and formal training in archives administration preferred. Progressive experience in processing and public services desirable. Salary: \$22,887-\$31,261. **State employment application required by May 15.** Contact: **Personnel Officer, Virginia State Library and Archives, Richmond, VA 23219; 804-786-3336.** EEO, AA employer.

Automation & networking division director. Directs agencywide automated systems and planning for expanded networking division through operation and supervision of internal integrated computer system: mainframes, micros, word processing, software training and utilization, resolving hardware and software problems. Recommends policy to state librarian and presents recommendations to State Library Board for approval. Administers state library network planning and directional focus. Contracts for retrospective conversion and CAVALLIR production. Oversees, through systems manager, budgeting, procurement, and operation of HP3000 and associated applications software to support library's public access online catalog, circulation, in-house cataloging, acquisitions fund accounting, films booking, and production of *Checklist of Virginia State Publications*. MLS from ALA-accredited library school. Study and experience in management of library and information operations, including traditional library services, automation, and networking. Ability to communicate clearly in speech and writing. Ability to comprehend and solve complex and interrelated technical problems. Experience in managing highly trained professionals in library and information science. Knowledge of library technology, knowledge of computers, information transfer, and communications. Salary \$35,742-\$48,812. **State employment application required by April 30.** Contact: **Personnel Office, Virginia State Library and Archives, Richmond, VA 23219; 804-786-3336.** EEO, AA employer.

Automation consultant. Provide consultation to Virginia libraries in areas of automation and networking. Monitor progress of state library automation grants, including retrospective conversion and publication of the statewide union catalog. Recommend enhancements to the statewide surveys and report results, write networking column for monthly newsletter, and review libraries' automation proposals and provide technical assistance. MLS from ALA-accredited library school and Virginia certification from State Board for Certification of Librarians. Experience with library automation and networks required. Strong writing and speaking skills necessary. Salary: \$22,887-\$31,261. **State employment application required by April 30.** Contact: **Personnel Office, Virginia State Library and Archives, Richmond, VA 23219; 804-786-3336.** EEO, AA employer.

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Database development analysts. Pergamon ORBIT is a leader in the online database industry, offering over 100 bibliographic and full-text databases, primarily in the areas of patents, chemistry, engineering, and energy. Database design analysts are responsible for the development, loading, and maintenance of ORBIT online databases. **DUTIES INCLUDE:** analysis, logical design, and specification of database; writing and modifying of database conversion programs; and loading, testing, and documenting of databases. Experience or training in online search systems and MLS or equivalent are required. Experience with database design and programming (Pascal PL/1) is preferred. Starting salary: \$20,000—\$25,000 dependent on experience and qualifications. To apply, please send resume and salary requirements to: **Dan Chaldekis, Pergamon ORBIT, 8000 Westpark Dr., McLean, VA 22102.**

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MEXICAN monographs and serials. Government publications. Free referral service and book lists. Selective blanket order service for academic libraries. Selection and distribution of single or multiple copies of textbooks. MACH, Apartado Postal 13-319, Delegacion Benito Juárez, 03500, Mexico, D.F.

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DATEBOOK: events & educational opportunities

New listings. Other upcoming events appear in recent Datebook columns.

Beverly Goldberg, ed.

April

19: Leadership & Supervisory Skills for Women prog., Fort Myers, Fla. Also on April 20 in Fort Lauderdale; April 21 in Melbourne; & April 22 in Gainesville. Spons., Nat'l. Businesswomen's Leadership Assn. Fee, \$59. Info.: NBLA, 6901 W. 63rd St., Shawnee Mission, KS 66201-1349 (800-258-7246).

21-22: Management Topics for Special Libs. prog., The Wis. Ctr., Madison. Spons., U. Wis.-Madison/SLIS. 1.5 CEUs available. Fee, \$195. Info.: J. Pearlmuter, Prog. Coord., SLIS CE Services, UW, 600 N. Park St., 53706 (608-262-6398).

21-23: Connecting w/the Future: Interactive Technologies in Ed. conf., Desmond Americana Hotel, Albany, N.Y. Spons., N.Y. State Assn. for Computers & Technologies in Ed.; Albany Symposium on Cognition, Ed., & New Technologies (ASCENT); et al. Fee, \$80. Info.: R. Ortali, Conf. Ch., ASCENT, c/o SUNY/Albany, HU-235, 12222 (518-442-4100).

28-29: Disaster Preparedness wkshp., Harbour Branch Oceanographic Inst., Fort Pierce, Fla. Spons., Fla. State U./SLIS/Statewide Disaster Preparedness & Recovery Program for Fla. Info.: J. DePew, SLIS, FSU, 32306-2048 (904-644-5775).

29: Beyond the Stereotype: Senior Services in the Lib. prog., Oak Park (Ill.) Pub. Lib. Spons., Lib. Admin. Conf. of Northern Ill./Adult Services Section. Info.: N. Zander, Oak Park Pub. Lib., 834 Lake St., 60301 (312-383-8200).

29: Int'l. Students & the Lib. inst., Rosenthal Lib., Queens Col., CUNY, New York, N.Y. Spons., LA CUNY/Bibliographic Instruction Cmte. Fee, \$25. Info.: J. Jefferson, Lib. Dept., N.Y.C. Technical Col., CUNY, 300 Jay St., Brooklyn 11201-2983 (718-643-5323).

29: Online Info. Fair, State Univ. Col. at Buffalo (SUCB), N.Y. Cospons., SUCB Libs.; SUNY/Buffalo Libs. Info.: Staff Development Project Administrator, E. H. Butler

Lib., SUCB, 1300 Elmwood Ave., 14222-1095 (716-878-6314).

29: "Technicalities" of Remodeling prog., Glencoe (Ill.) Pub. Lib. Spons., Lib. Admin. Conf. of Northern Ill./Technical Services Section. Info.: E. Bryant, Glencoe Pub. Lib., 320 Park Ave., 60022-1597 (312-835-5056).

29-May 1: Nat'l. Ed'l. Film & Video Festival, Oakland, Calif. Info.: S. Davies, Exec. Dir., NEFVF, 314 E. 10th St., 94606 (415-465-6885 or 6878 or 6891).

DATEBOOK continued on next page.

ADVERTISEMENTS

RATES FOR ADVERTISEMENTS

Nonprofit organizations: Line-by-line format, \$5/line; ALA institutional members, \$4/line. **Display format**, \$50/column inch; 20% discount to nonprofit ALA institutional members.

For-profit organizations: Line-by-line format, \$7.50/line; **display format**, \$75/column inch.

ADVERTISEMENTS

Learn Library Preservation Techniques at Johns Hopkins University from the staff of Eisenhower Library's Collections Maintenance Department 2 Workshops Offered • July 11-15 or July 25-29

Funded by the Andrew W. Mellon Foundation, the 5-day, hands-on workshops teach library preservation staff a series of sound, simple, and economical techniques for preserving entire collections through the treatment of individual books and flat works on paper.

Workshop topics will also include: supplies and suppliers; treatment priorities; disaster preparedness and response; commercial library binding; and staff and user education. In addition, participants will take a one-day field trip to preservation facilities in Washington, D.C.

NO REGISTRATION FEE* OR APPLICATION DEADLINE FOR EITHER WORKSHOP. HOWEVER, enrollment for each workshop is limited to 15 people.

For more information, contact: **Workshops, Collections Maintenance Department, Milton S. Eisenhower Library, Johns Hopkins University, Baltimore, MD 21218.**

* Single-room accommodations & meals: \$44/day; double room: \$33.

ACRL/New York Metropolitan Area Chapter
announces

Summer 1988

International Library Seminar and Travel Program to New Zealand and Australia

Aug. 14-30

- Extensive sightseeing
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Program may be taken independently of, or in conjunction with, IFLA.

For further information, contact:

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**Toll-free (outside New York State): 800-221-1255
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Space Planning the Special Library

June 10, 1988 • Denver, Colo.

Space Planning the Electronic Library

July 8, 1988 • New Orleans, La.

Fee: \$75

Authors: *Planning the Electronic Office*
(McGraw-Hill)
*Automation, Space Management
& Productivity*
(Bowker)

Designing and Space Planning for Libraries
(Bowker)

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"Cost Comparison of Abstracts and Indexes
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"Trends in Special Library Buildings"

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May

1-6: Michigan LA Leadership Academy, Sugar Loaf Resort, Cedar. Info.: C. Reese, Membership Services Coordinator, MLA, 1000 Long Blvd., Suite #1, Lansing 48911 (517-694-6615).

3-5: Int'l. Meeting for Optical Publishing & Storage, RAI Ctr., Amsterdam, The Netherlands. Spons., Learned Info. Info.: Learned Info., Woodside, Hinksey Hill, Oxford OX1 5AU, U.K. (44-0865-730275).

3, 10: *Encouraging Children & YAs to Read* teleconf., at various sites throughout Wisconsin. Spons., U. Wis.-Madison/SLIS/CE Services. .3 CEUS available. Fee, \$25. Info.: see April 21-22.

4-6: *Info. & Rural Economic Development* conf., Clarion (Pa.) Holiday Inn. Cospons., Clarion U. of Pa./Ctr. for the Study of Rural Lnshp.; Nat'l. Agricultural Lib. Fee, \$50. Info.: Col. of CE, Clarion U. of Pa., 16214.

State and Specialized Library Association Conferences to Note:

la. Ed'l. Media Assn.	April 21-23
Cedar Rapids	
Wis. Ed'l. Media Assn.	April 22
La Crosse	
Md. LA	April 23-24
Bethesda	
Utah LA	April 27-29
Ogden	
Mass. LA	May 2-3
Springfield	
Assn. Research Libs.	May 3-6
Berkeley, Calif.	
Fla. LA	May 3-7
Miami Beach	
B.C. LA	May 4-7
Vancouver	
Ill. LA	May 11-13
Chicago	
N.J. LA	May 11-14
Atlantic City	
AMIGOS	May 12-13
Dallas, Tex.	
Canadian Assn. Info. Sci.	May 12-14
Ottawa, Ont.	
Sask. LA	May 12-14
Waskesiu	
Maine LA; Maine Ed'l. Media Assn.	May 15-17
Orono	
Amer. Soc. Info. Sci.	May 15-18
Ann Arbor, Mich.	
Hawaii LA	May 18-19
Honolulu	
Ind. LA	May 18-21
Indianapolis	
Conf. Intermountain Archivists	May 19-21
Elko, Nev.	
Med. LA	May 21-26
New Orleans, La.	
Vt. LA	May 26-27
Northfield	
Assn. Recorded Sound Collec.	May 26-28
Toronto, Ont.	

4-6: *Nat'l. LOEX Lib. Instruction Conf.*, Bowling Green (Ohio) State U. Theme, "Reaching & Teaching Diverse Lib. User Grps." *Regis. deadline April 20. Enrollment limited.* Info.: J. Pursel, Conf. Coord., Jerome Lib., Bowling Green State U., 43403 (419-372-7900).

6: *Annual Texas Lib. History Colloquium*, Austin. Spons., U. Tex. at Austin/GSLIS. Fee, \$25. Info.: M. Boggins, Dir., Placement & CE, GSLIS, UT at Austin, EDB 564, 78712-1276 (512-471-3821).

6: *Leadership in Lib. Management Prog.: Training Staff & Evaluating Performance*, Knickerbocker Hotel, Chicago, Ill. Spons., Inst. for Continuing Prof. Ed. (ICPE). Fee, \$100. Info.: D. Froome, ICPE, 11 E. Hubbard, Suite 200, 60611 (312-329-9464).

6: *New Technology & Its Impact on You!* prog., Boston, Mass. Spons., Special LA/Prof. Development Section. Info.: K. Warye, Prof. Development Section, SLA, 1700 18th St. N.W., Washington, DC 20009 (202-234-4700).

6-7: *Going It Alone: Managing the One-Person Lib.* prog., Pittsburgh, Pa. Spons., Special LA/Prof. Development Section. Info.: see May 6.

7: *Winners & Losers 1987: A Closer Look at the Year's Top-Rated Children's Books* prog., School of Communication, Lib., & Info. Studies, Rutgers U., New Brunswick, N.J. Spons., Rutgers U./SCILS/Prof. Development Studies. Fee, \$40. *Enrollment limited.* Info.: J. Varlejs, Prof. Development Studies, SCILS, Rutgers U., 4 Huntington St., 08903 (201-932-7169).

9: *Planning for Disaster Recovery* prog., United Engineering Ctr., 345 W. 47th St., New York, N.Y. Spons., N.Y. Metropolitan Ref. & Research Lib. Agency (METRO). Fee, \$40. Info.: METRO, 57 Willoughby St., Brooklyn 11201 (718-852-8700).

9-10: *Managing Special Collections: Gov't. Documents* prog., The Wis. Ctr., Madison, Wis. Spons., U. Wis.-Madison/SLIS. 1.5 CEUs available. Fee, \$145. Info.: see April 21-22.

10-12: *Nat'l. Online mtg.*, Sheraton Ctr. Hotel, New York, N.Y. Info.: T. Hogan, Mtg. Organizer, Learned Info., Inc., 143 Old Marlton Pike, Medford, NJ 08055 (609-654-6266).

11: *Managing the One-Person Lib.* prog., Hotel Roanoke, Va. Spons., Southwestern Va. Health Info. Lns. Fee, \$40. Info.: M. Sherrard, Medical Lib., Mem'l. Hospital of Martinsville & Henry Co., POB 4788, Martinsville 24112 (703-666-7467).

12: *Midwest Authors & Illustrators* reception, Palmer House, Chicago, Ill. Spons., Children's Reading Round Table of Chicago. Info.: D. Abbott, 2800 Harrison St., Evanston 60201 (312-491-6954).

13: Amer. Soc. of Indexers annual mtg., Sheraton Ctr. Hotel, New York, N.Y. Theme, "Indexing: The State of Our Knowl. & the State of Our Ignorance." Info.: B. Weinberg, DLIS, St. John's U., Jamaica 11439 (718-990-6200).

13-14: *Annual Storytelling wkshp.*, Seattle, Wash. Spons., U. Wash./GSLIS. Theme, "The Wonder & Magic of Story & Storytel-

COMING UP	
National Library Week	April 17-23, 1988
Executive Board	April 27-28, 1988
PLA National Conference	Pittsburgh, PA April 27-30, 1988
ALA Annual Conference	New Orleans, LA July 9-14, 1988
	Dallas, TX June 24-29, 1989
IFLA General Conference	Sydney, Australia Aug. 30-Sept. 3, 1988
LITA National Conference	Boston, MA Oct. 2-6, 1988
ALA Midwinter Meeting	Washington, DC Jan. 7-12, 1989
ACRL National Conference	Cincinnati, OH April 5-8, 1989
AASL National Conference	Salt Lake City, UT Oct. 19-22, 1989

ling." Info.: J. Frey, Coord., Continuing Lib. Ed., GSLIS, U. Wash., FM-30, 98195 (206-543-1889).

16-18: *Basic Agricultural Online Access (AGRICOLA)* wkshp., D.C. Ref. Ctr., Nat'l. Agricultural Lib., USDA, Rm. 1052 South Bldg., 14th & Independence Ave. Spons., NAL. Fee: free to gov't. agency employees; \$50 to others. *Advanced regis. advised.* Info.: NAL, 10301 Baltimore Blvd., 20705 (301-344-1214).

18-20: *Annual Wkshp. on Instruction in Lib. Use*, U. Waterloo, Ont. Theme, "Teaching & Learning in the Present Tense." Info.: G. Draper, Ref. Dept., Dana Porter Lib., U. Waterloo, Ont. N2L 3G1, Canada (519-885-1211).

18-23: *Warsaw Int'l. Book Fair*, Palace of Culture & Science, Warsaw, Poland. Info.: W. Bienkowski, Warsaw Int'l. Book Fair, Krakowskie Przedmiescie 7, POB 1001, Warsaw, Poland (178641; Telex: 817503 AP PL).

19: *Annual Acad. Lns. Day*, Kellogg Ctr., Mich. State U., East Lansing. Spons., ALA/ Assn. of Col. & Research Libs./Mich. Chap. Theme, "Managing Lib. Collections." Fee, \$30 MLA mem.; \$50 nonmem. Info.: A. Widder, Social Sci./Humanities Ref., MSU, 48824 (517-355-5081).

19-22: *Children's Literature Assn. conf.*, Col. of Charleston, S.C. Theme, "The Child & the Family." Info.: C. Hunt, English Dept., Col. of Charleston, 29424.

24-June 10: *Lib. Planning & Architecture* prog., GSLIS, McGill U., Montréal, Que. Spons., McGill U./GSLIS. Fee, \$57. Info.: GSLIS, McGill U., Montréal, Que. H3A 1Y1 (514-398-4202).

25-27: *Document Management Systems* conf., Folkets Hus, Stockholm, Sweden. Spons., Int'l. Info. Management Congress. Info.: Int'l. Info. Management Congress, POB 34404, Bethesda, MD 20817 (301-983-0604; Telex: 6714921 IMC UW).

25-27: *First Jt. Conf. of the Assn. for Lib. Sci. in Ed. & L'Assn. Int'l. des Écoles des Sciences de l'Info.*, Montréal, Que. Theme, "Bridging the Gap Between Theory & Prac-

tice." Info.: ALISE, 471 Park Lane, State College, PA 16803.

28-31: Amer. Booksellers Assn. conv., Anaheim (Calif.) Conv. Ctr. Info.: V. Stanley,

Dir. of Conv., ABA, 137 W. 25th St., New York, NY 10011 (212-463-8450).

31-June 3: *Analytical Skills Inst.*, Detroit, Mich. Spons., Assn. of Research Libs./Off. of

Management Studies. Fee, \$450. *Adv. regis. req'd. Enrollment limited.* Info.: S. Jurow, Prog. Officer for Training, OMS, ARL, 1527

DATEBOOK continued on next page.

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July 17-22, 1988

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Roles & Responsibilities of the Library Administrator

Results-Oriented Management

Interpersonal Skills

Diagnosing and Measuring Performance

Managing Performance

Motivation: Stimulating Others to Improved Performance

Interpersonal and Organizational Communication

Managerial Challenges Ahead

The Middle Management Program (MMP) is a basic management program specifically designed for those who directly supervise the activities of several others, and/or are relatively new to the management field. Typical participants include assistant directors and department heads.

ADVANCED MANAGEMENT PROGRAM* FOR LIBRARY ADMINISTRATORS 10th Session

Designing Library Strategies

Self-Assessing Your Interpersonal Style

Organizing Resources and Delegating Authority

Maximizing Your Interpersonal Effectiveness

Building Trust Within a Library Team

Managerial Decision Making and Problem Solving

Conflict Resolution

Introducing and Implementing Change

The Advanced Management Program (AMP) is designed for those who have attended a middle management program and/or have at least five years of library management experience. Typical participants include library directors of main departments in large libraries.

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*as of January 1, 1988

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Please send me a descriptive brochure and/or application information for THE MIDDLE MANAGEMENT AND ADVANCED MANAGEMENT PROGRAMS FOR LIBRARY ADMINISTRATORS, July 17-22, 1988.

Name _____
Title / Position _____
Organization _____
Mailing Address _____
City / State / Zip Code _____
Telephone () _____

Please detach and mail to: **Center for Management Development, School of Business Administration, Miami University, 103-E Laws Hall, Oxford, OH 45056; 513-529-2132.**

New Hampshire Ave. N.W., Washington, DC 20036 (202-232-8656).

31-June 3: *Bookbinding Masterclasses* prog., Soundwell Col., Bristol, England. Spons., Soundwell Col. Fee, £108. The two 4-day classes offered are: Restoration of Leather Bindings & Creative Fine Binding. *Enrollment limited.* Info.: G. Harrowing, Bookbinding Coord., Soundwell Col., St. Stephens Rd., Soundwell, Bristol BS15 1UG, U.K.

June

13-24: *Archives Inst.*, Atlanta, Ga. Cospons., Emory U./DLIS; Atlanta U./SLIS in coop. w/ Ga. Dept. of Archives & Jimmy Carter Pres. Lib. Fee, \$350. Adv. regis. req'd. *Enrollment limited.* Info.: DLIS, Emory U., 30322 (404-727-6840).

16-17: *Telefacsimile & Libs. wkshp.*, Madison, Wis. Spons., U. Wis.-Madison/SLIS. Info.: see April 21-22.

22-July 1: *Primarily Teaching I: Original Documents & Classroom Strategies* wkshp., Nat'l. Archives, Washington, D.C. Spons., Nat'l. Archives/Ed. Branch. Grad. cr. available. Fee, \$85; add'l. fee for grad. cr. Adv. regis. req'd. *Enrollment limited to 25.* Info.: Ed. Branch, Off. of Public Programs, Nat'l. Archives, 20408 (202-523-3347).

26-July 22: *Summer Inst. for Women in Higher Ed. Admin.*, Bryn Mawr (Pa.) Col. Spons., Higher Ed. Resource Services (HERS)/Mid-America. Fee, \$3,700. Adv. regis. req'd. Info.: B. Metzger, Asst. Dir., HERS/Mid-America, U. Denver, Colo.

Women's Col. Campus, Denver, CO 80220 (303-871-6866).

27-Aug. 20: *Int'l. Grad. Summer School in Lnshp. & Info. Sci.*, Col. Lnshp. Wales, Aberystwyth. Cospons., Col. Lnshp. Wales; U. Pittsburgh/SLIS. Incls. U.K. study tour July 23-July 31. Fee, £1,740. *Regis. deadline May 1. Enrollment limited.* Info.: Dir. of Liaison & Training Services, Col. Lnshp. Wales, Aberystwyth SY23 3AS, Wales, U.K. (0970-3181; Telex: 35391 CLW G).

July

5-8: *Int'l. Reading Assn. World Congress on Reading*, Gold Coast, Australia. Theme, "Up w/Reading: Down Under." Info.: IRA, 800 Barksdale Rd., POB 8139, Newark, DE 19714-8139 (302-731-1600).

Division Pre- & Postconferences at ALA New Orleans

For information on the following meetings, contact the addresses provided below, OR the individual divisions at: ALA, 50 E. Huron St., Chicago, IL 60611 (312-944-6780).

5-8: *Libs. & Museums: Leaves from Each Others' Bks.* prog., Omni Royal Orleans. Spons., Assn. of Col. & Research Libs. (ACRL)/Rare Bks. & Mss. Section. Fee, \$110 ACRL mem.; \$140 nonmem. *Regis. deadline June 3. Enrollment limited to 250.* Info.: A. Gwyn, Milton S. Eisenhower Lib., Johns Hopkins U., Baltimore, MD 21218 (301-338-8325).

7-8: *Automated Acqs.: Managing Change* prog., Marriott Hotel. Spons., Lib. Admin. & Mgmt. Assn. (LAMA). Fee, \$130 LAMA mem.; \$155 ALA mem.; \$220 nonmem. *Regis. deadline June 17. Enrollment limited to 125.*

7-8: *Each One-Reach One: Recruiting for the Profession* prog., New Orleans Hilton & Riverside Towers. Spons., Off. for Lib. Persnl. Resources (OLPR). *Enrollment limited.*

7-8: *Fast Forward: Video Collec. & Pub. Libs.* prog., New Orleans Conv. Ctr. Spons., Pub. LA (PLA). Fee, \$60 PLA mem.; \$70 ALA mem.; \$80 nonmem. *Regis. deadline June 15. Enrollment limited.*

7-8: *Info. Power: How to Attain It, Use It, Pass It On!* prog., New Orleans Hilton & Riverside Towers. Spons., Amer. Assn. of School Lns. (AASL). Fee, \$85 AASL mem.; \$110 ALA mem.; \$135 nonmem. *Regis. deadline June 13.*

7-8: *A Leadership Survival Kit* prog., Monteleone Hotel. Spons., LAMA. Fee, \$125 LAMA mem.; \$150 ALA mem.; \$215 nonmem. *Regis. deadline June 17. Enrollment limited to 125.*

7-8: *Managing Work Relationships: Moving from Conflict to Collaboration* prog., New Orleans Conv. Ctr. Spons., PLA. Fee, \$150 PLA mem.; \$160 ALA mem.; \$180 nonmem. *Regis. deadline June 15. Enrollment limited.*

7-8: *The Pub. Lib. Dvpt. Prog.: Making It Work for Your Lib.* prog., New Orleans Conv. Ctr. Spons., PLA. Fee, \$150 PLA mem.; \$160 ALA mem.; \$180 nonmem. *Regis. deadline June 15. Enrollment limited.*

7-8: *Screen Design Institute* prog., Sheraton Hotel. Spons., Lib. & Info. Technology Assn. (LITA). Fee, \$170 LITA mem.; \$195 ALA mem.; \$220 nonmem. *Enrollment limited to 100.*

7-8: *Still Great in '88: Reeval. of 21 Yrs. of YASD's Best Bks. for YAs Lists* prog., New Orleans Conv. Ctr. Spons., YA Svcs. Div. (YASD). Fee, \$95 YASD mem.; \$120 ALA mem.; \$145 nonmem. *Regis. deadline June 10.*

8: *Adv. Business Lit.* prog. (CE 209), New Orleans Conv. Ctr. Spons., ACRL. Fee, \$95 ACRL mem.; \$135 nonmem. *Enrollment limited to 30.*

8: *Automation, Eval., & Economics: A Strategic Mgmt. Approach to a Changing Environment* prog., LeMeridien Hotel. Spons., LAMA. Fee, \$110 LAMA mem.; \$135 ALA mem.; \$200 nonmem. *Regis. deadline June 17. Enrollment limited to 125.*

8: *Basics of Stats.* prog. (CE 507), New Orleans Conv. Ctr. Spons., ACRL. Fee, \$95 ACRL mem.; \$135 nonmem. *Enrollment limited to 30.*

8: *Collec. Dvpt. in the Electronic Age* prog., Marriott Hotel. Spons., Resources & Tech. Svcs. Div. (RTSD). Fee, \$90 RTSD mem.; \$100 ALA mem.; \$110 nonmem. *Regis. deadline June 10. Enrollment limited to 150.*

8: *Creative Approaches to Video for Bibl. Instruc.* prog. (CE 206), New Orleans Conv. Ctr. Spons., ACRL. Fee, \$95 ACRL mem.; \$135 nonmem. *Enrollment limited to 30.*

8: *Design & Construc. Admin. for New & Remodeled Libs.* prog., New Orleans Conv. Ctr. Spons., PLA. Fee, \$100 PLA mem.; \$110 ALA mem.; \$120 nonmem. *Regis. deadline June 15. Enrollment limited.*

8: *The Future of Bibl. Instruc.: Approaches in an Electronic Age* prog., The Double Tree. Spons., ACRL/Bibl. Instruc. Section. Fee, \$100 ACRL/BIS mem.; \$105 ACRL mem.; \$115 ALA mem.; \$135 nonmem. *Regis. deadline June 1. Enrollment limited to 200.* Info.: J. Kleiner, Ref., La. State U. Libs., Baton Rouge 70803 (504-388-4016).

8: *Going Global: Celebrating Int'l. Children's Bks.* prog., Sheraton Hotel. Spons., Assn. for Lib. Svc. to Children (ALSC). Fee, \$100 ALSC mem.; \$125 ALA mem.; \$150 nonmem. *Regis. deadline June 1. Enrollment limited to 200.*

8: *Libs. & Computer Ctrs.: Cooperation or Separation?* prog. (CE 401), New Orleans Conv. Ctr. Spons., ACRL. Fee, \$75 ACRL mem.; \$110 nonmem. *Enrollment limited to 50.*

8: *Mgmt. Strategies for Disaster Preparedness* prog., Marriott Hotel. Spons., RTSD. Fee, \$125 RTSD mem.; \$150 ALA mem.; \$175 nonmem. *Regis. deadline June 10. Enrollment limited to 200.*

8: *Managing Employee Turnover* prog., Marriott Hotel. Spons., LAMA. Fee, \$110 LAMA mem.; \$135 ALA mem.; \$200 nonmem. *Regis. deadline June 17. Enrollment limited to 125.*

8: *Plng. the Dvpt. of a Lib. Expert System* prog., Sheraton Hotel. Spons., LITA. Fee, \$110 LITA mem.; \$135 ALA mem.; \$160 nonmem.

8: *Preparing Contracts & Negotiating w/ Lib. Automation Vendors* prog. (CE 302), New Orleans Conv. Ctr. Cospons., ACRL; LAMA. Fee, \$75 ACRL, LAMA mem.; \$110 nonmem. *Enrollment limited to 50.*

8: *Principles of Strategic Plng. in the Lib. Environment* prog. (CE 111), New Orleans Conv. Ctr. Spons., ACRL. Fee, \$95 ACRL mem.; \$135 nonmem. *Enrollment limited to 30.*

14-15: *Info. Power: Wkshp. for State Implementation Teams.* Cospons., AASL; Assn. for Ed'l. Communications & Technology. *Enrollment limited to 125.*

(Furnishings, cont. from p. 272.)

build carrels and study stations, we should test them in advance...better to be laughed at momentarily for a zany mock-up try than cursed over the long haul. So we built prototype mock-ups complete with chairs, lights, and surface treatments, and asked users to comment. Students and staff sat, saw, tested, and became participants in the creative process. Designs were critiqued, altered, improved, and variations invented. After nearly a year's R&D, a rich variety of seating and study configurations was finally installed in the finished library in 1974.

We learned a few things: Students and

"On-site R&D. . . better to be laughed at momentarily for a zany mock-up try than cursed over the long haul."

staff prefer incandescent task lighting combined with low ambient general room illumination. This also promotes lower noise levels: the muted light induces a psychological hush! Individually switched stack lighting rows worked. Students turned them off after use! We produced larger work stations in more variety for lower unit cost than conventional "off-the-shelf" items. High ceilings permit stacking: we conserved expensive floor space by using tiered, over-under and two-story furniture configurations. The de-bugging process through mock-ups fostered informed, loyal users.

R&D at Grinnell

In 1980 we repeated the R&D process at Grinnell College with Library Director Christopher McKee. Again we got excellent participation. As the users critiqued several mock-ups, stacks of comments on color-coded forms flowed in. While the process was similar, the solutions at Grinnell and Williams are unpredictably different. To be fair, the method of user testing is not a mass-production idea, but is focused on what is unique in the institution and individuals involved.

Both pragmatism and richness can be produced in any library situation. You must be flexible and solicit and encourage users to participate. You must allocate planning time for interactions and symbiotic dialogue. You must believe in and encourage the process. *All* parties, including

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Custom-made, double-decker study carrels in DePauw University's Prevo Science Library save space and provide more study areas for students. Designed by Weese Hickey Weese, Ltd., the carrels were tested by students and faculty before designs were completed.

purchasing agents and other decision-makers, *must* understand and agree.

The costs for R&D must be explained. A series of mock-ups can run a range from \$10,000 to perhaps \$30,000—small insurance against permanently building in mistakes. Manufacturers admit they cannot compete with a good millwork product tailored directly to the peculiar needs of your institution and your building layout.

The architect/space planner or planners must interact extensively and be good listeners. *After* they understand the needs and the problems, their creativity can always be turned on. They have to be efficient. The architect should conserve and invest maximum creativity in the very place where the user spends hours on hours of time—the work station.

Planning efficient layouts

Many libraries have been built or unnecessarily expanded because careful space and furniture planning have been neglected. Many facilities gradually lose value because of partial or incremental changes of layout. Many additions have been built without assessing the interrelation of the original layout with the new. The additions are labyrinthine and flawed with serious circulation and planning failures. Stack and furniture layouts are major components that produced inefficiencies and can be upgraded independently of structure and mechanical changes.

Let's look at a few pragmatic questions that we could be solving or *don't* know enough about. Did you ever consider the problems of a right-hand, left-hand work

station? What does a handicapped user need at an index table, reference counter, or work station? What are the implications of even more electronic equipment at each work station?

If you have considered and tested oversized work stations, flexible task lighting, and wiring access, you are at least getting closer to solving future unforeseen needs.

Have you counted work stations in your library and then actually observed percent of use? How do you induce or increase the possibility of four people actually studying effectively at a four-person table? Proximity must be overcome by subtle means to differentiate territory and avoid eye contact.

Intense involvement required

I urge intense involvement for all participants with commensurate rewards from the results. This process should in no way raise overall costs. Efficient planning saves money; inadequate and bad planning will ultimately waste money.

Responsibility must definitely reside in the involved, committed library director. The architect/space planner must assign a small continuous team to the process. The architect must lead everyone, including engineers. If the project is set up efficiently without a layering of authority and contacts, architect fees should not run amuck.

Final graphics should be tied into the package. Well laid out libraries provide site line orientation unfolding to the users in a way that can greatly reduce the need for specific graphics. Illuminated maps in the entry foyer or printed map handouts are perhaps the most efficient orienters.

So what of surprise and delight? Can we make these important institutions, our libraries, a place of discovery, refuge, and variety?

By individuating and offering many choices we honor the diversity of our population and its needs. We must provide places of refuge and intense concentration as well as places for varying degrees of communal interaction. We can offer a spectrum of spaces from informal and casual to dignified and ceremonial.

In the past, we have hidden behind the set piece. We have read the manuals, the abstract formulas. We have listened to the experts and the specialists with their rubrics and square foot allocations. We should fight all these tyrannies. Questions must be freshly and carefully framed. The answers aren't automatic. We advocate a hands-on process of interaction and growth. The goal is to discover fresh, innovative, satisfying, successful answers—together. □

THE GREAT LIBRARY-CHAIR CONTEST

How a university library made aging chairs pay off in campus-wide entertainment

by Suzy M. Conway

Suzy M. Conway is assistant director for information services at St. Louis (Mo.) University Medical Library. Having encountered user displeasure with deteriorating library chairs for several semesters, Conway became a member of the Great Library Chair Competition Committee.

THE ST. LOUIS UNIVERSITY Medical Center Library celebrates its 10th anniversary in the "new" library this November, and our gift to ourselves and our users is 300 new chairs.

After 10 years of rocking, teetering, stretching, and sleeping in the library chairs, our students finally began to fall through them. Faculty and staff, too, were often embarrassed as they trustingly lowered themselves to their seats only to land on the floor.

Situation desperate

The situation worsened when library staff removed broken chairs from the carrels, study tables, and index tables. Chairs were suddenly at a premium. As exam time approached, the students claimed their chairs when the library opened and kept their belongings on them overnight. A squatter's-rights mentality reigned. A plan to replace the chairs and ameliorate the morale of the students, faculty, and staff was desperately needed—as was the money to implement it.

The small item of money was left to the devices of our director, Judy Messerle. What are directors for, anyway? The library's management group came up with an original idea for involving the students in choosing the new chairs. A Chair Committee was formed, and out of the first meeting came the plan for "The Great Library Chair Competition."

Two-week contest starts

For two weeks in late spring, samples of six different styles of high-quality library chairs were rated by the students and any other users who wanted to take part in the

"As exam time approached, the students claimed their chairs when the library opened and kept their belongings on them overnight. A squatter's-rights mentality reigned."

competition. Numbers were attached to the back of each chair so students could judge them on comfort and appearance. An area under the skylight, a favorite study spot, was chosen as the test site. Staff placed ballots for the Great Library Chair Competition on nearby tables; a locked ballot box was conspicuous, too.

The competition caught on. It was on the lips of everyone who was anyone. The associate director, Scott Plutchak, collected ballots every day or so, and excitement mounted with each batch that was counted.

The students were relieved and appreciative that they had had an opportunity to vote and thus did not hold back their advice and admonishment. The entire experience brought with it a boon of goodwill and a shared sense of anticipation not unlike the feelings associated with believing in Santa.

In the meantime, at a Library Committee Meeting while discussing the advent of the chairs, a faculty member suggested that we award a prize to the student who happened to choose as most ideal the same chair that the library finally decided to buy. All were enthusiastic. The library staff picked the exact same chair as the majority of students.

The lucky student

A drawing was held from the names of all the students who had voted for the selected chair. The lucky name was drawn from a genuine hat, and a plate with the following inscription was affixed to the back of one of the new chairs:

The James J. Lee Chair
in the Medical Library



Jasper Chair Company manufactures this winning chair, which is available from the Library Equipment Dealers Association. Its catalog identifies the chair as item #391, or #393 (without arms). Jasper Chair Co. can be contacted at POB 311, Jasper, IN 47546.

At a ceremony of genteel but riotous proportions—attended by all the library staff and most of the students not in class at the time—the winner was duly inducted into the history and lore of the Medical Library. We awarded him a sheet cake as big as he was tall and instructed him that he had to eat it *after* he left the library, hoping he would share it with his friends.

The whole affair was accomplished over tea and with tongues in cheek. □

PUBLIC SERVICE PIECES



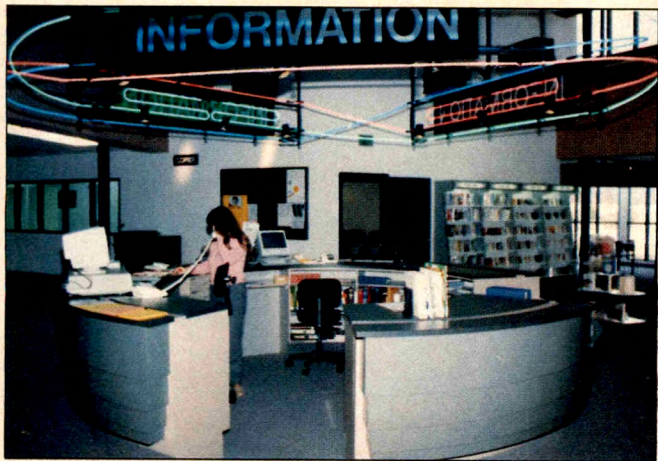
Left: At the new Glendale (Ariz.) Main Public Library, with interior architecture by Shadoin Associates of Phoenix, white oak veneers and patterned Milliken carpet tiles set off Davis lounge seating.

Below: Further alternatives to dominant wood tones are color coordinates, color contrasts, and basic black in the Brodart Quantum line.

Middle left: Table from Worden's Diametron line offers new options in materials and accessories as an alternative to the wood look.

Bottom left: Rededicated in September, the John C. Hodges Library, Univ. of Tenn./Knoxville, features study tables by Hiwassee, carrels by Loughman, Windsor chairs by Claud Bunyard, and Wilson shelving.





Above: Opened in January, with interior design by Lapicki-Smith, the Baltimore County White Marsh branch makes extensive use of neon, as over



this custom-built desk. At right, a solid-oak custom desk by Icarus for the Bethlehem (N.Y.) Public Library.



Right: Jens Risom designed Gaylord's modular Informa Group, which includes information desks, circulation counters, corner units, and numerous surface, storage, and management pieces.



Left: Highsmith's Scania circulation desk system goes long, short, and around corners with various modular configurations available in standard beechwood finish or custom match finishes.

ESPECIALLY FOR YOUTH

Below: Demco produces this ultra-colorful Crayon Furniture. Below right, the sloped top of Highsmith's Scania children's table keeps materials at a comfortable viewing level.



Left: One or more children often sit back "for storytime activities in these "people chairs" at the Atlanta-Fulton Public Library, Georgia. Available from Arconas Corp., Mississauga, Ontario, Canada, the chairs have removable covers.



Right: Glendale (Ariz.) Public Library features reading tables and chairs scaled to small children and placed amidst picture-book shelving by Wilson. In the background are sloped picture-book and puzzle tables designed by interior architects Shadoin Associates. Oak magazine shelving and paperback carousels by Worden.



Right: The relaxed atmosphere created by Gressco Ltd.'s Modul-system encourages use. Units go around pillars or into alcoves and avoid radiators/ windows. Combinations can be used to support exhibits, as the basis of window display, or for special-interest projects. A Modulsystem design kit, consisting of 30 softwood pieces in $1\frac{1}{2}$ scale and a floor grid, is available as planning aid.

Below: A new colorful archway enhances the entrance to the Young People's Department at North Suburban District Library, Loves Park, Ill. Designed by Jacqueline Gommel, an interior designer with Pedriana Gustafson Partnership, Rockford. Gommel conceived the structure when rummaging in a box containing wooden blocks from her childhood. (Stephen Pitkin photo.)



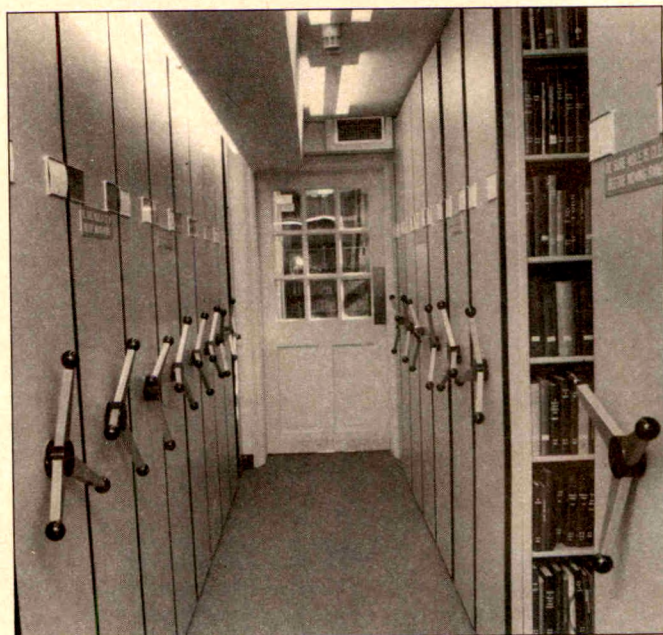
Right and below: This three-part pig chair at the Westport, Conn., Public Library was designed and painted by librarian Stephen Armitage. It puts children's librarian Ellen Fader, story materials, and the children on the same level.



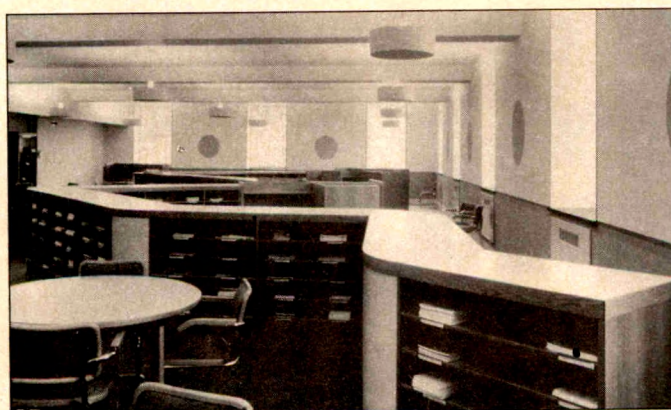
SHELVING AND DISPLAY

Right: Custom-designed furniture from Creative Manufacturing enabled the Jefferson (Wis.) Library to have 7-foot-high knock-down shelves with matching catalog, carrels, and record bins.

Below: Stack-end display cabinets at Frankfort (Ind.) Community Public Library are among many pieces custom-built out of Indiana solid cherry by Old World designer Konrad Juestel of the Austrian Expressionist school. (Mary Patchett photo.)



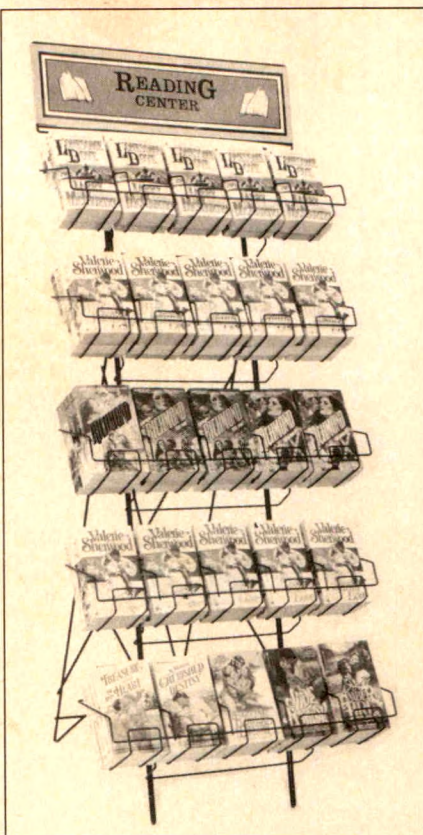
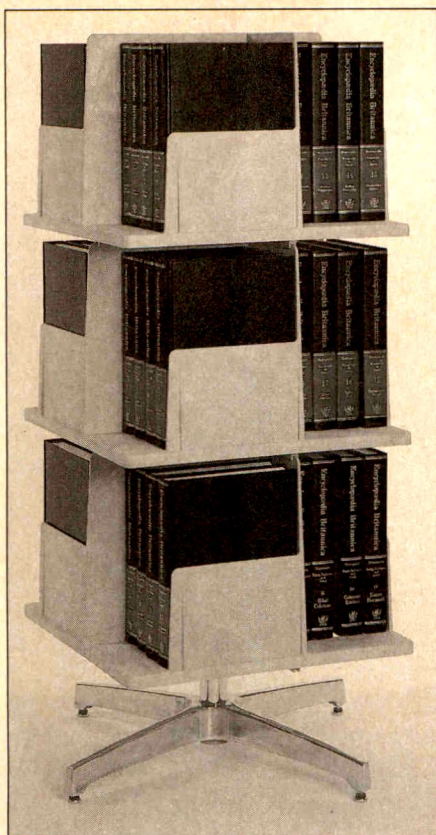
Right: The design of these wood shelves by Library Bureau permitted a serpentine arrangement at the Cooley Science Library, Colgate Univ. (Hamilton, N.Y.) Specifications by McAfee Architect Associates.



Above: At Yale Divinity School Library, Spacesaver high-density mobile book stacks line both sides of a traffic aisle, requiring just one "transposable" aisle per bay of units.

Right: Modular bookstands for storing up to 500 pounds of oversized books come in floor models (shown) or countertop units from Practical Design Products, a SIRS company.

Below: Display products from Nieman Design, now mainly for retail use, will soon be adapted for libraries and distributed by Library Display Design Systems, Berlin, Conn. This 6 1/2-foot carousel stores 140 videocassettes.



Left: WIREworks paperback displays offer three pocket styles: mass market, quality, and open-pocket. The Elmira, N.Y., firm has a line of video display products as well.



Left: This display piece from Highsmith's Scania group uses acrylic dividers to organize current newspapers or magazines and provides lower shelves for back issues. Libraries favoring the newspaper stick system can choose a model with 10 aluminum rods on beechwood handles.

WIRED STATIONS FOR WORK & STUDY



Left: Library Bureau's installation features a 72-inch-long straight work desk with more than 10 square feet of work space. The corner desk has 62 $\frac{3}{4}$ inches on each side; both are designed to accommodate electronic media.

Below: The video carrels at the John Hodges Library, Univ. of Tennessee/Knoxville, are from the Synsor Corporation, Woodinville, Wash. (Photo by Center for Educational Video and Photography, UT/K.)

Below: A viewing carrel from Buckstaff as set up at Texas Woman's University, Denton.

Below right: One half of a double-sided study carrel at Muhlenberg College in Allentown, Pa. Made by Thos. Moser Cabinet-makers, the computer-acceptable station includes 110-volt receptacles, dedicated power for micros, and data ports for connecting terminals to main frame. Made of solid wood. Architect: GBQC Architects, Philadelphia. (Stretch Tuemmler photo.)



ADDRESSES

Brodart Co., 1609 Memorial Ave., Williamsport, PA 17705.

Buckstaff, POB 2506, Oshkosh, WI 54903-2506.

Creative Manufacturing Corp., Old Highway 26 S., Ft. Atkinson, WI 53538.

Decar Corp., POB 188, Middleton, WI 53562.

Demco, Inc., 2120 Fordem Ave., POB 7488, Madison, WI 53707.

Gaylord Bros., Box 4901, Syracuse, NY 13221-4901.

Gressco Ltd., Ste. 108, 2702 International Lane, POB 7444, Madison, WI 53704.

Highsmith Co., W/5527 Highway 106, POB 800, Ft. Atkinson, WI 53538-0800.

Icarus Furniture, 154 Fourth St., Troy, NY 12180.

Juestel, Konrad, 338 E. Old Suman Rd., Valparaiso, IN 46383.

Library Bureau, Library Products Div., 801 Park Ave., Herkimer, NY 13350.

Library Display Design Systems, POB 143, Berlin, CT 06037.

Miller, Herman, Inc., 8500 Byron Rd., Zeeland, MI 49464.

Milliken & Co., POB 2956, LaGrange, GA 30241.

Mohawk Midland Mfg., 7733 Gross Point Rd., POB 226, Skokie, IL 60076-0226.

Moser (Thomas Moser) Cabinet Makers, 415 Cumberland Ave., Portland, ME 04101.

Nieman Design Systems, POB 888, Mt. Prospect, IL 60056.

SIRS (Social Issues Resource Series, Inc.), POB 2348, Boca Raton, FL 33427.

Spacesaver Corp., 1450 Janesville Ave., Ft. Atkinson, WI 53538.

Tucker Co. (New England distributor for Library Bureau), POB 72, 12 Parmenter Rd., Londonberry, NH 03053-0072.

Wireworks, Inc., 513 Baldwin St., POB 1118, Elmira, NY 14902-1118.

Worden, 199 E. 17th St., POB 915C, Holland, MI 49423. □



Above: At Glendale (Ariz.) Main PL, Shadoin interior architects designed a tech-services group of eight 8-by-8-foot computerized RACE work stations. All parts in this Sunar-Hauserman system are standard. McDonald Products designed a bracket allowing desk accessories to cantilever from the main beam for this and, **left**, the firm's adult and youth staff work station. "Equa" seating from Herman Miller.



Below: Online catalog stations in Youth Services have lower panels so area can be more easily supervised from nearby Youth Reference Desk. Each Sunar-Hauserman Pac Pod contains one station with an adjustable work top to allow wheelchair access. Wire baskets under tops give young people storage space while using terminals.



bulletin board

A C H E C K L I S T O F R E C E N T A N N O U N C E M E N T S



Gov. honors Nevada libraries. . . public info center at Nassau Academy of Medicine library. . . Ellsworth City (Maine) Library at 90.



Cheers!

□ Nevada's "Year of the Library" will hit the local airwaves May 15 when a star-to-be named narrates a 30-minute special on library services. In January, Gov. Richard Bryan (rt. in photo above) delivered the library-year proclamation to Nev. LA President Danna Sturm. At left is State Librarian Joan Kerschner.

□ The new Consumer Health Information Center at the **Nassau Academy of Medicine John Shell Library** brings together materials on such topics as AIDS, osteoporosis, drug addiction, and nutrition. Gathered at the recent opening (above) were Nassau (N.Y.) Library Committee Chair Martin Panzer, County Executive Thomas Gulotta, Librarian Mary Westermann, and Grand Opening Chair Barbara Martin.

□ The good news: **Ellsworth (Maine) City Library** celebrated its 90th birthday recently in its 1817 building (above), which is listed on the National Register of Historic Places. The bad news: The building makes a poorly designed library, and when Director Sylvia Levin arrived the collection was a shambles, the budget and staff miniscule. But Levin and her PR efforts have raised circulation and goodwill. Her next target: double the budget from City Council.

□ One of three affirmative action awards (worth \$7,000 each) at **Purdue University** recently went to the Libraries' Independent Study Center, which provides a reader program, AV aids, and special equipment for the visually impaired.

□ In 1850, the **California State Library (CSL)** collection began with a wagonload of books from Capt. John Fremont. Early in 1988, CSL loaded some 400,000 of its catalog records into the Research Library Group's RLIN database. One of those records constituted another milestone: the **25 millionth entry on RLIN**. Title: *The Song of Jed Smith*, by John G. Neihardt, 1941.

□ William Moffett, director of the **Oberlin**

(Ohio) **College Library**, is cheering the Geac 9000 system to which his library switched recently. Moffett raised some brows last year when Oberlin became the first college library to purchase the Geac 9000, since Geac had allegedly been in rough financial straits. Now Moffett swears by the service and capabilities of Geac—which is back on solid ground.

□ Libraries of the **Mid-York System** (Utica, N.Y.) broke the 2 million mark in circulation for 1987.

□ 1987 brought two new records for the **Public Library of Columbus & Franklin County** (Ohio). The system lent 5,354,746 items to 286,214 card holders during 3,698,213 visits, and answered 1,200,074 reference questions. Director Larry Black credits a successful 1986 levy for the expanded services.

□ The **Public Library of Charlotte & Mecklenberg County** (N.C.) will build its first regional branch soon thanks to a 77-percent "yes" vote in a \$2.9 million referendum last fall. The vote underscored an earlier survey showing that regular voters are big library users. Stats were reported in the library's *News*, vol. 1, no. 1, winter 1988.

□ Chicago's 69 high school libraries are now active affiliates in the **Chicago Public Library Multitype Library System**. The school librarians recently trained in using ILLINET resources.

□ In **Rhode Island**, trustee Joan Rees Reeves is an effective library booster through her **Coalition of Library Advocates (COLA)**. COLA's latest coup: "Year of the Reader" library-symbol bags at Almacs supermarkets.

□ The **Monroe County (Mich.) Library System** is one of six libraries nationwide selected to offer public access to nuclear documents through the NU DOCS computer system. The Nuclear Regulatory Commission provides \$22,000 worth of equipment to retrieve comprehensive information on all U.S. nuclear power plants.

Contracts & agreements

□ Four **LaserQuest** CD-ROM systems have been installed for cataloging functions at a Texas consortium of libraries called BRAZNET. With a database of some 5 million MARC records and bimonthly updates, the system is a product of General Research Corp. of Santa Barbara, Calif.

□ Successful benchmark test: The **ATLAS** system of **Data Research Assoc.** of St. Louis, processed 74,636 transactions in a one-hour period for the Queens Borough Public Library.

□ New contracts with **Carlyle Systems**, Emeryville, Calif.: Indiana Univ. of Pennsylvania, up to 96 terminals, 600,000-record database; Univ. of New Mexico, up to 250 terminals, 2 million records.

□ Carlsbad (Calif.) City Library is now using **INLEX/3000** for circulation (annual: 705,000). INLEX, of Monterey, Calif., uses Hewlett-Packard hardware.

□ Installation of the **Utias T/Series 100** System is underway at Westchester (N.Y.) Library System, which serves 38 libraries. The start-up purchase includes 176 terminals. For information on the new Tandem-based T/Series 100, call 800-33-UTLAS.



CLSI's Sequent-cpu system boosts power at Gainesville (Fla.) PL. Dir. Ann Williams and System Coord. Bruce Stewart celebrate.

"It's a challenge to keep up with our community's growth. Dialog has helped a great deal."

—Homer Fletcher, City Librarian, San Jose Public Library



Homer Fletcher has been a head librarian for 30 years, and over half of those years he has headed up the San Jose Public Library system.

As San Jose has grown, so has its library. From 10 branches in 1970 to 17 today. During that time, Mr. Fletcher and his staff have worked hard to keep pace with their community's growth and needs.

They have taken an approach that is responsive to the diverse nature of their community. As a result, the library hosts a large foreign language collection.

It's hardly surprising that, in 1973, the library was one of the first in the nation to participate in online services through a grant from the National Science Foundation. From that pioneering beginning San Jose Public Library

never looked back, continuing to offer its patrons the advantage of online information retrieval.

Today, the library's online department is one of the most progressive in the nation. According to senior librarian Martha Schmidt, "Our department is staffed by seven librarians who now handle nearly 700 requests a month for online searches."

The majority of those searches are completed through DIALOG. That's because DIALOG's reliability and availability is better than 99.8%. With features and searching capabilities available on no other system. And DIALOG gives the library's patrons access to the world's largest collection of knowledge, online. Which fits Mr. Fletcher's philosophy quite well. "There's not another institu-

tion in our society that has the mission of the public library... to provide information and access to ideas for all the public."

As Mr. Fletcher summed it up, "The sooner a library goes online the better."

For more information on how to get started with DIALOG in your library or in your community, call us at 1-800-3-DIALOG and we will send you an information brochure. Or write DIALOG, marketing department, 3460 Hillview Avenue, Palo Alto, CA 94304.

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New Orleans hotel bargains

A guide to "on-your-own" accommodations in the conference area

by Connie L. Phelps

In addition to the official list of hotels provided by ALA's Conference Arrangements Office (Jan., p. 73), American Libraries offers the following guide to selected accommodations to give conferees further options.

NEW ORLEANS HAS BEEN called "the city that care forgot." If this is your attitude about where you stay during the ALA Annual Conference, you probably don't need to read this article. But knowing that many people *do* care about finding inexpensive lodgings, I set out in search of some low-budget hotels in the conference area.

While some cities' peak tourist times are in the summer months, New Orleans' prime times are in the other three seasons. Because the summer months are slow, some of the larger hotels lower their rates then. This, some managers of smaller hotels tell me, partly explains the relatively low rates at the official conference hotels. However, with some effort, even lower-cost hotels can be found.

First, a brief geography lesson. Forget "north," "south," "east," and "west." New Orleans lies in a bend of the Mississippi River. Many streets follow the river. Directions are given as "uptown" or "downtown." Uptown is upriver; downtown is downriver.

Most of the official conference hotels are either on the uptown side of the French Quarter, or in the Central Business District (CBD). The Convention Center is located still farther uptown, between the CBD and an area known as the Garden District. By the way, like the conference hotels, all of the following are air-conditioned.

French Quarter

Staying in the French Quarter can be very expensive. There are, however, some smaller, reasonably priced hotels. One of these is the **Hotel Villa Convento** (616 Ursu-



The Chateau Motor Hotel, portions of which date back to the 18th century, offers free valet parking.

line St., N.O. 70116; 504-522-1793) (\$39 sgl., \$49 dbl.), a small guesthouse on the down river side of the Quarter. All rooms are different, in both layout and furnishings. Prices include a continental breakfast. Some rooms have an armoire instead of a closet. Bathroom sizes vary.

Close by is the **Chateau Motor Hotel** (1001 Chartres St., N.O. 70116; 504-524-9636) (\$49-\$59 sgl., \$59-\$69 dbl.) which offers free parking that can help offset the slightly higher rates. The rooms are not fancy, but are attractively furnished. Some of the buildings date from the 18th century, as do many others in the Quarter. There is an outdoor pool in the courtyard.

On the edge of the Quarter away from the river is the **Burgundy Inn** (911 Burgundy St., N.O. 70116; 800-535-7785) (\$49 sgl., \$59 dbl.). The staff is very friendly and will give you a history of the inn, some parts of which are over 200 years old. Furnishings are not fancy. One room I saw had only one small, high window. The Inn is said to be "what the French Quarter was," "not the Hilton or the Sheraton," and "not for everyone." Take a cab at night unless you're with a group.

A block from the Omni Royal Orleans, a conference hotel, is the **French Market Inn** (501 Decatur St., N.O. 70130; 800-548-5148) (\$42-\$70 sgl. or dbl.), where the buildings also date from the 1700s. The rooms with windows facing the courtyard

are less expensive than rooms with street windows. Some rooms have exposed brick walls, and all rooms have ceiling fans. Room rates include a continental breakfast and a newspaper.

Central Business District

On the uptown edge of the Quarter is Canal Street, the dividing line between the Quarter and the CBD, where the hotels tend to be larger and more modern. An exception to this is the **Hotel LaSalle** (1113 Canal St., N.O. 70112; 800-521-9450) (\$36 sgl., \$42 dbl.; lower rates with shared baths). The rooms at the LaSalle are small; one room had a shower only, not a tub. Rooms with shared baths have sinks.

Four blocks farther up Canal Street is the **Clarion Hotel** (1500 Canal St., N.O. 70112; 800-824-3359) (\$53 sgl., \$63 dbl., identify yourself as being with ALA), a recently renovated older hotel. The hotel has a rooftop pool and an exercise room. Free shuttle service is provided to the Quarter hourly from 10 a.m. to midnight. Guest rooms are opened with specially configured cards, not with keys. The staff is very friendly for a large hotel: the doorman opened the door for me with "Here you are, babe." (Get used to strangers using terms of endearment in New Orleans. You'll probably be called "dahlin'" at least once while you're here.)

Connie L. Phelps is reference librarian at the University of New Orleans' Earl K. Long Library and chair of the 1988 Junior Members Round Table Local Arrangements Committee.

Two more blocks up Canal Street is the **Pallas Suite Hotel** (1732 Canal St., N.O. 70112; 800-535-6652) (\$45 sgl. or dbl., \$55 trpl. or quad.; ask for the corporate rate, and show a business card when registering) which used to be an apartment house. Rooms on the higher floors have wet bars. The rooms I saw were large and had two large closets. Take a cab home at night.

Also in the CBD, next door to the public library and about three blocks from the Hyatt, a conference hotel, is the **Warwick Hotel** (1315 Gravier St., N.O. 70112; 800-535-9141) (\$45 sgl., \$50 dbl., \$75 suites). Rooms are large, and have a vanity area and three closets. The hotel is undergoing renovation, but the only difference I noticed was that renovated rooms have newer furniture and wallpaper, and the televisions have remote controls.

Four blocks from the Hyatt or the Fairmont, or three blocks from the Hotel Inter-Continental (all conference hotels) is **Le Pavillon Hotel** (833 Poydras at Baronne, N.O. 70140; 800-581-3111) (\$49 sgl. or dbl.). The hotel, built in 1905, was previously owned by John Mecom, a former owner of the New Orleans Saints. Rooms are generally large, with end rooms a bit smaller; some have French Provincial furniture. Room service is available, and the chef is reputed to make great pizza. The hotel has a rooftop pool.

Mid-city

In an area known as Mid-city—on the opposite side of the CBD from the river—are several hotels that are good deals, but which are in a part of town where you definitely wouldn't want to walk at night. City buses pass by all of them; that's fine for the daytime, but think about taking a cab at night. The closest of these hotels to the CBD is the **Best Western Patio Motel** (2820 Tulane Ave., N.O. 70119; 800-528-1234) (\$45 sgl., \$55-\$65 dbl.), which offers free parking, two outdoor pools, and lots of fast food places nearby. Small pets are welcome. Rooms are neat and comfortable. One thing that should be mentioned, however, is that the motel is across the street from the Criminal Court Building.

Farther up Tulane Avenue, away from the CBD and the river, is the **Quality Inn Midtown** (3900 Tulane Ave., N.O. 70119; 504-486-5541) (\$44 sgl., \$49 dbl., identify yourself as being with ALA), which offers free parking, an outdoor pool, and clean rooms. If a large group books, the hotel often runs an hourly shuttle to the Convention Center.

A block away is the **Bayou Plaza Hotel** (4040 Tulane Ave., N.O. 70119; 800-421-

4335) (\$35 sgl., \$40 dbl., \$65 suites), where you can park free, swim in one of three pools, play tennis, and enjoy the dinner theater (Tuesday-Sunday). While one of my colleagues says that it looks like a prison from the outside (it's a dark gray color), the rooms are attractively decorated. All rooms have balconies; not all have great views.

Uptown

Uptown from the CBD, hotels become small again. A streetcar runs along St. Charles Avenue, one of the main streets, 24 hours a day. On St. Charles, in the Garden District, one finds the **St. Charles Inn** (3636 St. Charles Ave., N.O. 70115; 504-899-8888) (\$42 sgl., \$52 dbl.; if a large group books, rates may be lower). Rooms are large, and include a small wall safe, an additional sink outside the bathroom, daily newspaper, and continental breakfast.

One block off St. Charles and several blocks back toward downtown is the **St. Charles Guest House** (1748 Prytania St., N.O. 70130; 504-523-6556) (\$38 sgl., \$42-\$48 dbl., lower rates with shared baths). Rooms don't have televisions or phones, but pay phones are located in each building; the desk personnel will take messages. The guesthouse has an outdoor pool and patio, and rooms have ceiling fans. Dennis Hilton (no jokes please), who owns the guesthouse with his wife, describes the establishment as "simple, cozy, and affordable." The owners will be glad to suggest economical eating places, sightseeing spots, and other tips. A continental breakfast is included with the room.

Lagniappe (something extra)

Two bed-and-breakfast reservation services are available: **Bed & Breakfast, Inc.** (1360 Moss Street, POB 52257, N.O. 70152-2257; 800-228-9711-dial tone-184), where Hazel Boyce, who operates the service, says that she has already received some phone calls from librarians, and **New Orleans Bed & Breakfast** (POB 8128, N.O. 70182; 504-822-5038).

One caution: New Orleans East has several major hotel chains represented, and they offer low prices. New Orleans East is not as close to the conference area as it might sound. Cab fare is expensive, and morning traffic into the CBD can be very slow. □

Note: Although care has been taken to present a responsible selection here, both the author and ALA must disclaim all responsibility in the unlikely event of inconveniences or mishaps occurring in connection with these properties.

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Legal Issues Affecting Libraries and Librarians

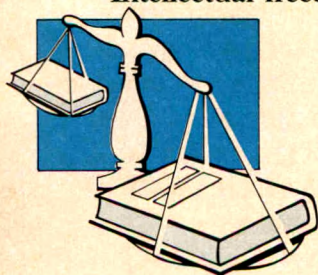
Employment law, liability & insurance, contracts, and problem patrons

by Joseph J. Mika and Bruce A. Shuman

Lesson IV: Intellectual freedom; privacy and confidentiality; problem patrons; ethics

We present the fourth and final lesson of this continuing education course. Lessons I, II, and III appeared in the January, February, and March American Libraries. Instructions for registered participants (registration closed March 30), toward earning a Certificate of Completion appear on page 317.

Intellectual freedom and censorship



AN INDIVIDUAL'S attitude towards censorship is the complex result of environment and experience. Most people believe that reading good books has a salubrious effect on the human psyche. The flip side is

the concomitant belief that reading bad books has a negative effect on the reader's mind and personality. The operative concern is not whether reading affects attitudes, but whether it affects behavior.

If attitudinal shifts are commonly experienced as the result of reading, hearing, or viewing, the only issue becomes whether such changes produce behavioral shifts. Correlation is easily confused with causality, and the librarian must be extremely careful to avoid mixing one with the other.

People, including librarians, have value systems that affect the way they lead their lives. Unless a librarian takes great pains to maintain objectivity (which may never be possible, given human nature), bias will creep into the selection of materials.

Most censorship attempts in libraries arise from an earnest desire to suppress or conceal something from readers, listeners, or viewers, even if that something is true or accurate. Censors do not consider themselves as censors; they are watchdogs, guardians, vigilantes, parents, concerned citizens, or simply individuals who worry about where the world is heading. Whatever the motivation, religious, political, financial, or strictly personal, the effects on the library tend to be the same. The librarian is con-

fronted by a person or group demanding the library remove, conceal, label, or destroy material, with or without stated reasons.

The censor's quarrel is not with the librarian, only with the item in question. Interpersonal friction does not occur until the librarian steps *between* the concerned patron and the material targeted for censorship. Such friction may not lead to legal problems, but the option of recourse to the law is always available. The more alarmed or angry the complainer becomes, or the more citizens enlist in a crusade against pornography (or whatever), the greater the probability of legal action.

In preparation for potential battles, we suggest the following practical strategies:

1. *Be advised.* Seek the counsel and support of your board of trustees and all groups that empower you to select materials. Know the laws that are relevant to your charge as librarian, and what recourse is available to you when faced with controversies or disputes. Designate at least one readily accessible source of legal opinions and rulings, preferably a board member.

2. *Be prepared.* Keep on file your written selection policy explaining what the library buys and why, and what it does not buy and why not. Save reviews and decisions that support your selection of materials.

3. *Be calm.* If a patron or group comes to you (or at you) angrily waving placards, don't lose your temper, don't rush to decide, and don't let the conversation degenerate into name-calling, epithets, or innuendo. Listen attentively to the complainers' viewpoints and demands and assure them their concerns will be considered.

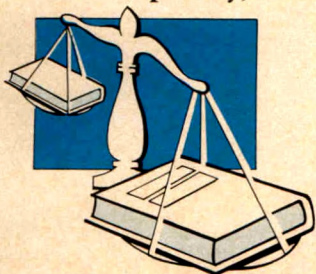
4. *Be creative.* Keep a complaint form handy (a good model is available in the ALA *Intellectual Freedom Manual*). The form should require identification and explanation of exactly WHAT is objectionable and what action is desired. A creative form is challenging, and prevents simple responses such as: "It's smut!" or "No one should read it!" or even "Burn it!" Make the complainant be specific.

5. *Cultivate a strong support group.* Ensure that your board deliberates the allegations at a regularly scheduled meeting and that the *material* goes on trial, not you or the library. Enlist the sympathy and support of civic leaders,

local editors, and broadcast media executives (this should have been done when you first took the job). An editorial can make you sound like someone pandering to the baser tastes of the worst in society or it can make you out to be the shining guardian of freedom, truth, justice, and democracy.

6. If legal action ensues, despite your best efforts to resolve the issue out of court, arm yourself with documents, evidence, legal representation, and support groups. Librarians faced with legal action are tempted to say, "It's not worth fighting over." But if you acquiesce, how likely is it that the censors will be back with a list of other books they want off the shelves? We don't advocate risking your job, your reputation, and your standing in the community over one title, but we urge you to consult the Library Bill of Rights, the Freedom to Read Statement, and other documents that represent the librarian's commitment to freedom. Then decide your course of action, keeping in mind your ethical principles and professional education.

The Freedom of Information Act, privacy, and confidentiality



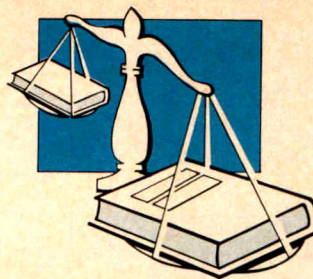
What would be your reaction to law enforcement officers requesting access to a patron's borrowing records or requiring you to compile a list of persons borrowing materials on explosives? Imagine your re-

action should the FBI say that providing this information will safeguard democracy. If you refuse, are you being unpatriotic? If you comply, are you betraying public trust? Unfortunately, this scenario is occurring; see the *New York Times* (Sept. 18, 1987, p. 1) and "FBI Asks Librarians to Eye Foreigners; IFC Responds," *American Libraries* (Nov. 1987) 812-814.

Is cooperation with law enforcement agents a violation of the implicit relationship existing between librarians and patrons, similar to that of clergy and parishioners, lawyers and clients, and physicians and patients? To refuse to give information about borrowing habits is to uphold the principle of privacy and confidentiality of patron records. It may, however, lead to legal and ethical problems for both the librarian and the library, including subpoenas of records, charges of obstruction of justice and accessory to, or complicity in, criminal actions.

Ethical concerns about duty, obligation to society, and being true to oneself are involved in this scenario. Librarians should think through the consequences of compliance and of noncompliance. Public trust is at stake, as is the matter of conscience. Are public records, by definition, public and viewable on demand? This point is open to interpretation, and frequently to litigation. The problem may resolve itself, as libraries automate their records and install circulation systems that encumber charge-out records and delete them automatically upon return.

Problem patrons



Library literature abounds with articles on problem patrons and the library's legal powers and limitations in dealing with them. In Ann Arbor, Mich., a library rule permitting staff to banish or remove

patrons with offensive odors was successfully challenged and overturned. This policy was judged to violate the right of persons to enter and use the building freely. Most "nuisance" conditions or behavior may annoy both staff and patrons, but are not sufficient grounds for legal action.

Libraries should establish and display their own lists of unacceptable patron behavior. These may vary, based upon circumstances. What is considered eccentric and relatively harmless in one person may be deemed threatening and frightening in another. Consider: You are a female librarian, seated at your desk in a public area. A woman appearing to be in her late 60s or early 70s, short of stature and gentle of manner, stares at you fixedly throughout your entire two-hour shift. What do you do? Perhaps you remind her of her daughter, married and living elsewhere. Most librarians would probably smile, and approach the woman to offer assistance. Now imagine the same situation, only this time the patron staring at you is a tall, burly male dressed in work clothes. Would you smile, ask him questions, make polite conversation? Probably not. Yet the nature of the situation is exactly the same according to most state and local statutes. Staring at someone without making insinuating remarks or threatening gestures does not give cause for summoning police or asking a patron to cease or leave the building.

A large area of annoying—even frightening—behavior cannot be construed as criminal. Criminal behavior in the library is the easiest to deal with because it is easiest to define. If threatened, you can summon help. Call the police whenever you see or hear guns, drugs, fights, threats, theft, verbal abuse, overt sexual conduct, or defacing of materials.

However, what action do you take when:

- teenagers, necking in public, annoy other patrons? Certainly, inappropriate behavior in the library, but under what statute can you justify expulsion?

- a patron mutters constantly under his or her breath, and will not (or cannot) stop? If repeated requests and warnings are ignored, have you the right to demand that he or she leave?

- persons bring food into the library and use work tables for picnics? By the time you arrive, they're usually finished and reading, or pretending to read.

- persons sleep in the library, or come in only to use the restrooms or warm themselves? Demanding that they leave can create public relations problems.

- exhibitionists and voyeurs (flashers and peepers) are reported? Flashing is indecent exposure, possibly assault,

depending on exactly what is done, and to whom, but the offenders are frequently difficult to catch. Peepers are even harder to apprehend, and fervent denials difficult to disprove.

- individuals carry on loud conversations, ignoring patrons who prefer quiet. How do you get talkers to observe common courtesy?

- people smoke in nonsmoking areas? A lecture will not produce a change in behavior; throwing out smokers is a bit extreme.

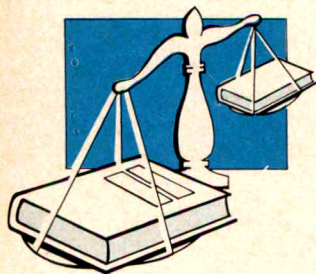
- homeless street people, who live out of shopping bags and frequently smell bad, take up residence in the library? Even when such people make it impossible, or at least difficult, to breathe or function in their vicinity, judges and coalitions have interfered with librarians' rights to escort them to the door. Besides, on a cold or rainy day, how do you feel about tossing such unfortunates out into the elements?

- people ask annoying or inappropriate questions, or ask the same questions repeatedly? Some are lonely, some retarded, a few are deranged or malevolent. The solution is finding a statute or ruling that allows you to deal with such persons safely, legally, and effectively.

In every case, librarians need to "know when to hold 'em and know when to fold 'em." We must understand which problems can be handled personally and which require police assistance. Knowing the legal framework in which we work is essential. We must be able to tell which actions are permissible under state or local statutes and which are not.

Continuing dialogue with the library's legal representative will help in clearing up doubtful areas. Lawsuits are frequently time-consuming, stress-producing, difficult, and expensive. Submitting legal complaints to arbitration or to an ombudsman will sometimes settle the matter more or less amicably out of court. To avoid going to court in the first place, however, the librarian is enjoined to know applicable statutes, how they affect the day-to-day business of the library, and which actions may breach the law.

Ethical considerations



conscience.

Ethics are not God-given precepts of right and wrong; they are moral values generated from human beliefs and experience. Some are conventions upon which most societies agree, while others are so individual and idiosyncratic they defy commonality. Ethics are situational, and

No clear-cut distinctions are possible, no "rights" and "wrongs" exist in ethics. Instead, interpersonal differences predominate as each person marches to the beat of a different drummer and answers to his or her own

one's beliefs or actions differ according to the circumstances of the occasion. A librarian may overlook a minor infraction of the rules on a cheery day, but come down hard in a gloomy moment. Weather might affect one's attitude toward letting homeless sleepers rest in library armchairs.

But more important ethical questions confront the librarian. Imagine yourself as librarian in a public library. Is it right or wrong for you to:

- refuse service to high-school students doing homework assignments because you feel they would benefit from finding their own information?

- refuse to answer questions or provide information about controversial subjects (e.g., abortion, gay rights, AIDS testing, construction of explosive devices) because of strongly held personal beliefs?

- download from online search services, reformat, and repackage the information, and make use of it for profit?

- copy videocassettes or library-owned computer software for your private use?

- take new books home before providing public access?

- give preferential treatment to certain patrons?

- refuse to acquire certain library materials based on personal principles or views?

- distribute partisan political campaign literature or display candidates' posters, buttons, or bumper stickers?

- recommend a personal physician, attorney, computer store, or restaurant?

For most librarians, honest answers to these questions would probably be along the lines of "It depends. . . ." Honesty compels most of us to avoid clear-cut, black-and-white positions and allow mitigating circumstances and individual cases to dictate action.

Ethics are not legal matters, although legal consequences can and do ensue from matters of personal temperament, personality, and judgment. Ethics are very much a personal set of values, varying from time to time and from place to place, subject to change with circumstances, unlike morals, which tend to be deep-seated.

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Some ethical dilemmas go considerably beyond the judgments or circumstanced of the moment. In a leaflet entitled "Ethics Sin List" (1987), the ALA Committee on Professional Ethics cites the librarian's code of ethics and describes a few dilemmas that are as hard to define as they are to resolve. One interesting case involves "skip tracers" hired by collection agencies to locate and dun debtors who leave no address. Skip tracers frequently use address-ordered city directories ("criss-cross" directories) on the assumption that calling former neighbors will frequently lead to the debtor's whereabouts. Should the librarians refuse to assist bill collectors because they disapprove of their methods? Should the library decline to purchase the directories? The legal ramifications are subordinate to the ethical. Is it wrong for a librarian, working in a public institution established for the purpose of providing information to everyone, to refuse to provide information?

"Budgetary censorship" is another gray area of ethical concern. A librarian may cite limited resources and higher priorities as reasons for not buying particular materials, but what consequences might ensue if such decisions are challenged?

Perhaps the worst censors are those who have the power to make decisions. □

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The course assignment

For those readers who have officially registered and wish to qualify for a Certificate of Completion offered participants in the course, one of the following assignments is required:

1. Choose for analysis one of these case studies from Bruce A. Shuman's *River Bend in Transition: Managing Change in Public Libraries* (Phoenix: Oryx Press, 1987): "Job Testing"—concerning personality tests a city government requires of all new hires (pages 114-118); or "Big Brother Sometimes Wears a Brooks Brothers Suit"—law enforcement agents ask to examine library borrowing records (pages 136-139).

Solve the case study by responding to the questions provided at the end of each case, adding your comments and solution. Address the case study concisely and competently in view of any applicable federal, state, or local statutes, which should be cited in your response.



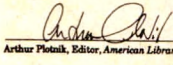
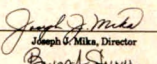
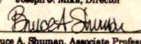
2. Our lessons mention various ethical, malpractice, and liability concerns. Choose one of these or another problem that you have personally confronted in a library situation. Describe the situation, its legal ramifications, and provide a viable solution or alternative solutions.

The project should be three-to-seven double-spaced pages (between 1,000 and 2,500 words). [Mail projects by May 15 to:](#)

American Libraries Tutorial
c/o Joseph J. Mika and Bruce A. Shuman
Wayne State University
Library Science Program
Kresge Library 106
Detroit, MI 48202

The names of participants whose projects warrant a pass assessment will be sent to the American Library Association by July 25. Certificates of Completion are scheduled for mailing in August.

Questions on this assignment should be directed to the authors. (Telephone: 313-577-1825.)

		The American Library Association in cooperation with The Library Science Program Wayne State University awards this Certificate of Completion to		
<p>Acknowledging participation in the four-part tutorial "Legal Issues Affecting Libraries and Librarians," prepared by the undersigned Wayne State University faculty and published by <i>American Libraries</i> magazine of the American Library Association in 1988. The above named person completed the tutorial by submitting to the faculty a written paper dealing with legal issues in the library.</p>				
 Arthur Pletoch, Editor, <i>American Libraries</i>		 Joseph J. Mika, Director		 Bruce A. Shuman, Associate Professor
Date				

17 states and a province honor library educators

In recognition of the Library Education Centennial last year, library associations in 17 states and the Province of Saskatchewan selected 19 educators who have made outstanding contributions to the field. At ALA Midwinter Meeting, the Standing Committee on Library Education (SCOLE) concluded its celebration of the centennial by presenting this honor roll to Council:

Audrey Kolb of Alaska, Northern Regions Coordinator for the Alaska State Library and coauthor of a statewide continuing education plan.

Lawrence Clark Powell of Arizona, former UCLA and University of Arizona library educator, historian, and writer.

Marcella Grider and **Gladys Sachse** of Arkansas, active in library science education since the 1940s.

Robert M. Hayes of California, UCLA library school dean and coauthor of two basic information science texts.

Harold Goldstein of Florida, the late professor and dean at the Florida State University library school, who created the first doctoral program in the Southeast.

Carl F. Orgren of Iowa, director of the University of Iowa library school and promoter of professionalism and quality.

Charlaine Ezell of Michigan, Library of Michigan specialist in certification, continuing education, and public relations, who has developed workshops and manuals and encouraged quality programming.

Suzanne H. Mahmoodi of Minnesota, continuing education and research specialist at the Minnesota Office of Library Development and Services, active in continuing education efforts throughout the country.

Ralph Halstead Parker of Missouri, dean emeritus and founder of the University of Missouri library school and a pioneer in mechanizing library systems.

Eldon LaVerne Haselwood of Nebraska, University of Nebraska/Omaha College of Education faculty member and school library media center standards advocate.

Patricia G. Reeling of New Jersey, Rutgers University library department chair, consultant, lecturer, and author.

Cora Paul Bomar of North Carolina, former associate professor and acting director of the University of North Carolina/Greensboro library science department and former state school library supervisor and director of educational media.

Mary Kay Biagini of Ohio, assistant dean at the University of Pittsburgh library school and former acting dean at Kent State University library school.

Betty E. Callahan of South Carolina, director of the South Carolina State Library,



NEW ON LIBRARY VIDEO MAGAZINE. The latest issue (vol. 2, no. 2) of ALA's quarterly video program includes a report on the "best school library media program in the nation," headed by Martin Puentes of the Monterey (Calif.) Unified School District, and a look at the Buffalo and Erie County (N.Y.) Public Library's 3Bs program—small reference collections placed in bars, barbershops, and beauty parlors. Hosted from the historic Library Company of Philadelphia, the spring LVM also features: a profile of the Free Library of Philadelphia under new director Elliott Shelkrot; popular children's author—and librarian—Johanna Hurwitz in action in Great Neck (N.Y.) Public Library; and

who developed a cooperative program with the University of South Carolina to provide courses for support staff.

Margaret Irby Nichols of Texas, associate professor at North Texas State University library school, author, and workshop director.

Caroline Arden of Virginia, consultant, who set up and coordinated the Virginia off-campus program of Catholic University of America library school.

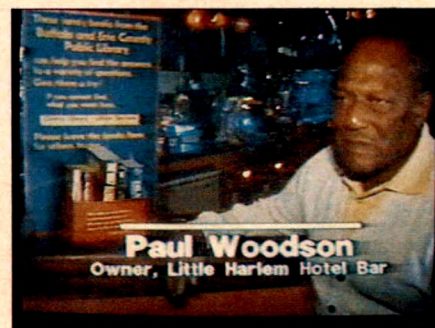
Agnes Milstead of Wyoming, former associate library science professor at the University of Wyoming College of Education, who has pushed to upgrade school library certification.

Marjorie Kennedy of Saskatchewan, director of the Kelsey Institute of Applied Arts and Technology library technical program, who has encouraged the development of an active library technicians' association.

UNESCO information expert lectures at 6 universities

Yves Courrier, head of UNESCO's Section of Education and Training in the General Information Programme in Paris and 1988 Carl Milam Lecturer, addressed library students and faculty at six universities in February. His topic was "International Perspectives on Forecasting Personnel Needs for the Information Professions."

The Milam Lecture Series, named after the ALA executive secretary in 1920-48, is sponsored by the ALA Standing Committee on Library Education (SCOLE) Library Educa-



a state-of-the-art computer connection between the library and the entire campus community at Lehigh University, Bethlehem, Pa.

LVM's worldwide subscriber list now includes 16 Idaho libraries benefiting from an LSCA I-sponsored pilot project administered by the state library. The recent grant enables participating libraries to test video as a means of delivering continuing education to public library staff and trustees.

For LVM previews, subscription information, or orders, contact Donna Kitta, Manager, ALA Video, 50 E. Huron St., Chicago, IL 60611; or call 800-545-2433, ext. 450.

tion Subcommittee. The series provides an opportunity for distinguished foreign visitors to discuss international developments at library schools in the U.S. and Canada.

Courrier spoke at the Université de Montréal, Syracuse University, University of Maryland, University of Pittsburgh, UCLA, North Texas State, and Texas Woman's University.

Courrier, a former lecturer and assistant professor at the Université de Montréal Ecole de bibliothéconomie et des sciences de l'information, holds an MLS and a doctorate in information science from the University of Pittsburgh. The March *Libri* discusses some of the issues he presented in his lecture.

★★ Thoughts on Leadership ★★ Culled by Pres. Margaret Chisholm

"Leaders have those indispensable qualities of contagious self confidence, unwarranted optimism, and incurable idealism that allows them to attract and mobilize others—to undertake demanding tasks that these people never dreamed they could undertake. In short, leaders empower and help liberate others. They enhance the possibilities for freedom—both for people and organizations. They engage with followers in such a way that many of the followers become leaders in their own right."—Thomas R. Cronin, in "Thinking and Learning about Leadership," *Presidential Studies Quarterly*, Winter, 1984.

Early program announcements:

Coming events at the New Orleans conference

Preliminary program information on the ALA Annual Conference in New Orleans July 9-14 should reach all members early in April. Among the invitations and activities are:

ALA President's Dance. President Margaret Chisholm requests the pleasure of your company at the ALA President's Dance, a benefit for the ALA Clift and Giles Scholarships, Sunday, July 10, 9:30 p.m.-1:30 a.m. The festivity is sponsored by CLSI and offers all the best New Orleans music and fun. Tickets are \$15 from President's Dance, ALA.

Moonlight Cruise. American Association of School Librarians President Karen Whitney invites all ALA conference attendees and friends to cruise the Mississippi aboard the sternwheel steamboat *Natchez*, Saturday, July 9, 10 p.m.-midnight, departing from Toulouse St. Wharf. Jazz, hors d'oeuvres, desserts, cash bar. Local AASL members will lead post-cruise tour of French Quarter ending at Cafe du Monde. Register by June 13, \$35 per person, AASL.

Free RTSD AV Tours. The Resources and Technical Services Division Audiovisual Committee is sponsoring a tour of the Historic New Orleans Collection in the French Quarter, Friday, July 8, 1:30-3 p.m., and the Hogan Jazz Archive in Tulane University Howard-Tilton Memorial Library, Tuesday, July 12, 9-10:30 a.m. Register before June 24 by phone or mail to RTSD AV Tours, ALA (800-545-2433).

"Swap and Shop for Library PR and All That Jazz!" is the 1988 giveaway program offered by the Library Administration and Management Association Public Relations Section, Sunday, July 10, 11 a.m.-2 p.m. A John Cotton Dana Awards Committee member will present a mini-training session on planning and producing a winning PR campaign. Other training sessions will explain how to plan effective National Library Week campaigns and prepare library histories for publication.

To display your library's most creative published items, send 200-300 copies by June 30 to ALA/Swap and Shop Entries, c/o The New Orleans Public Library, 219 Loyola Ave., New Orleans, LA 70140. Mark in large red letters **HOLD FOR ALA SWAP AND SHOP, 1988**. For information, call Chris Gibson at 312-459-4100.

To enter the "Best of Show" contest, send six copies of your entry to **BEST OF SHOW** contest, c/o Sue Ubelacker, 2398 Iverson St., Temple Hills, MD 20748 (301-630-4900) by May 1.

"Trends and Tools: Managing the Crisis in the Library Materials Budget" will be discussed Tuesday, July 12, 2-5 p.m. at the program sponsored by the Resources and Technical Services Division Serials Section &

Resources Section.

"Managing Shared Systems: Regional Perspectives" will be presented Saturday, July 9, 9:30 a.m.-12:30 p.m., by the Library Administration and Management Association Systems and Services Section and the Public Library Association Technology in Public Libraries Committee. Speakers from Colorado, California, and Florida will share their experiences in managing politics, money, and machines. For information contact Jacqueline Zelman, Assistant Director of Systems, Florida International University Library, Tamiami Trail, Miami, FL 33199 (305-554-2488).

"Microcomputer Software..." What is it? Why do I need it? ... What do I do with it when I get it? ... will be the program Saturday, July 9, 9:30 a.m.-12:30 p.m., sponsored by the Resource and Technical Service Division Audiovisual Committee and cosponsored by six other groups. Moderated by Bruce Johnson, it focuses on the microcomputer software role in library public and technical services.

=ala help exchange=

- Experienced library consultants in automation, finance, governance, organization, planning, and risk management who want to be listed in the library management consultants list published by the Library Administration and Management Association (LAMA) may request an application form and guidelines from Robert F. Moran, Jr., Library, Indiana University Northwest, Gary, IN 46408.

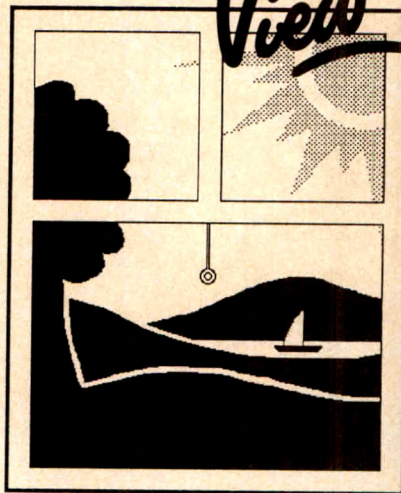
- Any LAMA member who would like to serve as a mentor to introduce new members to the association should write to Gerard B. McCabe, Director of Libraries, Clarion University, Clarion, PA 16214-1232.

- The Young Adult Services Division (YASD) Library Services to YA's with Special Needs Committee wants to help librarians who work with young adults with mental, physical, learning, and emotional disabilities or in special facilities such as hospitals, group homes, detention centers, jails, and shelters. Please contact Marilee Foglesong, Office of Young Adult Services, New York Public Library, 455 Fifth Ave., New York, NY 10016.

- The Association of Specialized and Co-operative Library Agencies (ASCLA) seeks members who would like to serve either as editor or advertising manager of the quarterly *Interface*. The individuals must be able to attend the ALA Annual Conference and Midwinter Meeting. Prospective candidates should consult *Interface* Advisory Committee Chair Bill Crowley, Deputy State Librarian for Library Services, State Library of Ohio, 65 S. Front St., Columbus, OH 43215 before April 15.

- "Desktop Publishing in Public Libraries," the Public Library Association Technology in Public Libraries Committee program at Annual Conference in New Or-

Be— A Library with a View



—on the people, places, and developments in library news:

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Carlsbad City Library
Carlsbad, California

"We think it's great!"

Martha Seaman
Baldwin Public Library
Birmingham, Michigan

"Love its freshness, humor, and variety."

Peggy James
Sno-Isle Regional Library
Marysville, Washington

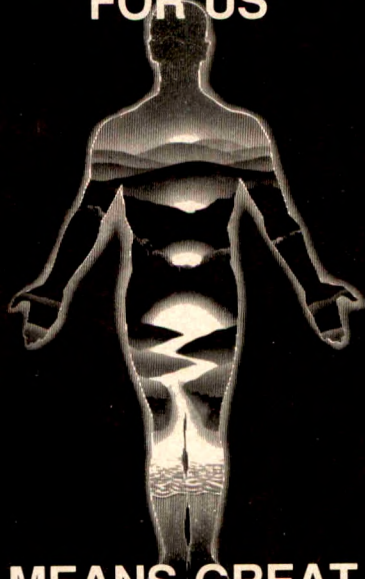
"Very enjoyable. [We] use it at monthly staff meetings as continuing education and updating new technology."

Susan Kendall
Preble County District Library
Eaton, Ohio

For subscription information contact:

ALA Video/Donna Kitta
50 East Huron St. • Chicago, IL 60611
312/944-6780

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of both IBM- and Apple-based publishing in
libraries. Libraries are invited to send two-
page publications or sample pages with hard-
ware and software information, name,
address, and telephone contact to Carol F. L.
Liu, 162-20 Ninth Ave., Whitestone, NY
11357 (718-990-0752) by April 15.

- The Library and Information Technol-
ogy Association (LITA) invites you to star in
the showcase session to be held at the Second
National LITA Conference in Boston Oct. 2-
6. For information on the 90-minute poster
talks application form, contact Joan Maier
McKean, Coordinator of Showcase Sessions,
call 301-443-8358. Application deadline:
July 20.

- The Chinese-American Librarians Asso-
ciation (CALA), an ALA affiliate, recently
set up a formal sister organization relation-
ship with the People's Republic of China Li-
brary Association and aims to exchange
publications and provide professional devel-
opment seminars. Interested ALA members
are invited to contact CALA President Irene
K.C. Yeh at Stanford University Libraries
Personnel Office, Stanford, CA 94305 (415-
723-3152).

- The American Association of School
Librarians solicits proposals for programs at
its fifth national conference to be held in Salt
Lake City, Oct. 18-22, 1989. The theme, "Ac-
cess to Excellence," will emphasize recent de-
velopments in library media programs,
resources, and technology. For a proposal
form, contact AASL, ALA.

new ala pubs

The following new publications may be
obtained from ALA Publishing Services, 50
E. Huron St., Chicago, IL 60611. For further
information, contact Ruth Ann Jones, Mar-
keting Department.

Adrienne Rich: The Poet and Her Critics, by
Craig Werner. 227p., \$19.95 (0-8389-0487-4,
87-31005).

*Genealogical Research and Resources: A
Guide for Library Use*, by Lois C. Gilmer.
64p., \$9.95 (0-8389-0482-3, 87-32534).

*Library and Archival Disaster: Preparedness
and Recovery*, produced by Richard F. Young
and BiblioPrep, and distributed by ALA
Video. 21 minutes, VHS, Beta, 3/4", \$125
(0-8389-2084-5).

*Purchasing an Encyclopedia: 12 Points to
Consider*, by Reference Books Bulletin Edi-
torial Board. 40p., \$4.95 (0-8389-3341-3).

ala unit offerings

ALA is Continuing Education 1988, pam-
phlet free from Office for Library Personnel
Resources, ALA.

Correction: Robert McClosky won the fifth
Caldecott Medal for *Make Way for Ducklings*
(1942). Dorothy Latrop won the first, for *Anim-
als of the Bible*, in 1938 (*AL*, Feb., p. 138).



**ALA
ELECTION
1-9-8-8**

SPECIAL ELECTION SUPPLEMENT IN MAY.

Next month's *American Libraries* will include a
special eight-page pullout on the ALA spring
election of officers. Featured will be responses
from the two presidential and three treasurer
candidates to questions posed by *AL* and oth-
ers. Also, President Margaret Chisholm offers
a word to voters, and *AL* presents a mini-
almanac of the doggonest ALA election facts
and trivia to be found. Ballots are being mailed
this month to paid-up personal members;
those who wish to hold their ballots until the
Election Supplement appears may do so, since
the deadline for receiving ballots at ALA is
June 17.

College & Research Libraries News reprints:
*Guidelines for Audiovisual Services in Aca-
demic Libraries*, 4 pages; *Guidelines on the Se-
lection of General Collection Materials for
Transfer to Special Collections*, 5 pages; *Guide-
lines Regarding Thefts in Libraries*, 4 pages;
Mission of a University Undergraduate Library:
Model Statement, 3 pages. Single copies free;
additional copies \$1 each from ACRL.

1988 Library Publicity Book, by ALA Pub-
lic Information Office. 48 pages, \$6 from
ALA Graphics (0-8389-7198-9).

Pay Equity: Issues and Strategies, Topics in
Personnel No. 9, Office for Library Person-
nel Resources. Kit, \$10, from OLPR, ALA.

Rare Books and Manuscripts Librarianship,
semi-annual, edited by Ann Gwin, Associa-
tion of College and Research Libraries. The
Spring 1988 issue will be available in May. \$20
per year from ALA Subscription Services.

*State Library Agencies: A Survey Project Re-
port, 1985*, Association of Specialized and
Cooperative Library Agencies Headquarters
staff with the Chief Officers of State Library
Agencies, 373 pages, \$22.50 to ASCLA
members, \$25 to others, from ASCLA Publi-
cations, ALA.

The Source highlights useful items in major areas of library/information activity. Send materials to department editor Gordon Flagg, *American Libraries*, 50 E. Huron St., Chicago, IL 60611.

resources

A profusion of allusions from literature, mythology, history, and popular culture are explicated in *Common Knowledge: A Reader's Guide to Literary Allusions*.

Author David Grote lists and explains some 4,000 names likely to be encountered in works not about the figure mentioned. Entries include cases where the name has become synonymous with a character type (Romeo, Svengali), the name has pre-empted other uses (Scarlett, Blanche), the figure's story has been retold over the ages (Cleopatra, Napoleon), the character is referred to in catch-phrases (Oedipus complex, Peter Pan syndrome), or the figure has become a frequent artistic subject (Venus, St. Sebastian). 456 p., \$49.95 from Greenwood Press, 88 Post Rd. West, POB 5007, Westport, CT 06881 (0-313-25757-4, 87-10710).

Mirth of a nation. The *Encyclopedia of American Humorists* profiles 135 of the nation's major humor writers, from the beginnings of American literature through the present.

The subjects include essayists (James Thurber, E.B. White), novelists (Peter De Vries, Joseph Heller), short-story writers (Ring Lardner, Damon Runyon), playwrights (George S. Kaufman), poets (Odgen Nash), and newspaper columnists (Franklin P. Adams, Art Buchwald). Editor Steven H. Gale also includes a number of figures known primarily as performers (Woody Allen, Lenny Bruce, Garrison Keillor), focusing on their published works. Each article features a biography of the subject, a literary analysis, and a bibliography of primary and secondary works. 575 p., \$75 from Garland Publishing, 136 Madison Ave., New York, NY 10016 (0-8240-8644-9, 87-8642).

Details on directors. *World Film Directors* offers biographical profiles, critical evaluations, and other information on the foremost film directors from around the world.

The first volume of the projected two-volume work covers 219 directors who were established in their careers before 1945 (more recent figures will appear in volume two, scheduled for this fall). The subjects chosen by editor John Wakeman range from early silent filmmakers such as Charles Chaplin, D.W. Griffith, and Georges Melies, to Ri-

chard Fleischer, David Lean, and other still-active figures. Among the foreign directors represented are Luis Bunuel, Akira Kurosawa, and Jean Renoir. Each essay is followed by a filmography and selected bibliography of books and articles on the director.

The 1,247-page work is \$90 U.S. and Canada, \$100 elsewhere from H.W. Wilson Co., 950 University Ave., Bronx, NY 10452 (0-8242-0757-2, 87-29569).



*Busby Berkeley, shown here surrounded by dancers, is one of 219 filmmakers profiled in *World Film Directors*.*

Monkee memories and memorabilia. The latest volume in Pierian Press's "Rock & Roll Reference" series is described as "the ultimate sourcebook on the Monkees' story, their recording history and records, and the world of Monkee memorabilia."



Hey, hey, they're the Monkees; and their careers documented in detail in a new reference work from Pierian Press.

The Monkees—A Manufactured Image features a day-by-day chronology of the group's career, from the development of their television show in 1965 to their 1986 comeback tour; a complete list of their live performances; an episode guide to the TV series, with credits and synopses; a list of their recording sessions; discographies; chart listings; an illustrated overview of collectibles ranging from magazines and gum cards to lunch boxes and jewelry; and hundreds of photographs.

The 324-page guide, written by Ed Reilly, Maggie McManus, and Bill Chadwick, is \$39.50 to institutions and \$29.50 to individuals from Pierian Press, POB 1808, Ann Arbor, MI 48106 (0-87650-236-2, 87-61976).

librarian's library

The age of activism in American libraries—the 1960s and early '70s—is viewed in a collection of essays written by librarians who were involved in the era's social change.

In *Activism in American Librarianship, 1962-1973* such figures as E.J. Josey, Major Owens, Eric Moon, and Faye Blake discuss the period's movements (civil rights, feminist, antiwar, intellectual freedom), institutions (library schools, the library press, and academic and public libraries themselves), and groups and programs (ALA's Black Caucus, the Congress for Change, library services to Hispanics, black students in library schools). Appendixes reprint key documents from the period.

In their introduction, editors Mary Lee Bundy and Frederick J. Stielow say that examining the era of social activism "may provide us with the basis for the true professionalism that has so far eluded this technically oriented field, bound by traditions

The Source

that have kept it from potentially deep and meaningful involvement with people and their communities." 207 p., \$37.95 from Greenwood Press, 88 Post Rd. West, POB 5007, Westport, CT 06881 (0-313-24602-5).



Members of the Harvard University Library staff join a May 1970 campus rally protesting the war in Southeast Asia and the deaths at Kent State. The Wilson Library Bulletin photo is reprinted in *Activism in American Librarianship, 1962-1973*.

The New Information Professionals collects 26 papers presented at the Singapore-Malaysia Congress of Librarians and Information Professionals, held in September 1986 in Singapore.

The contributors address such topics as the changing role of librarians in the information profession, the impact of technology on the book trade, the mass media as an information source, setting up an information science consultancy, networking, and human resources planning and development. Country papers focus on developments in New Zealand, Singapore, the United Kingdom, Australia, and Malaysia. The 357-page volume, edited by Ajita Thuraisingham, is \$77.95 from Gower Publishing Co., R.R. 1, Box 55, Brookfield, VT 05036 (0-566-05519-8).

Alone in Australia. *Libraries Alone* publishes the proceedings of the Rural and Isolated Librarians Conference held in Wagga Wagga, New South Wales, Australia, last July. The conference drew participants from every state and territory in Australia, as well as from New Zealand, and keynote speaker Bernard Vavrek came from Pennsylvania's

Center for the Study of Rural Librarianship.

The 24 papers, emphasizing practical problem-solving, are grouped in four sections reflecting each day's theme: "Education for Rural Librarianship," "Networking," "Political and Financial Management," and "Services." The 153-page paperback, edited by James Henri and Roy Sanders, also publishes reports on conference workshops and recommendations passed at the conference. \$25 U.S. (\$30 for overseas airmail) from Libraries Alone, POB 45, Turvey Park Post Office, Wagga Wagga, NSW 2650, Australia (0-7316-1776-2).

Fee-based services in college and university libraries were the focus of a conference held last May at the University of Michigan. Seven papers presented at the conference have been collected in *Fee-Based Services: Issues and Answers*, compiled by Anne K. Beau-bien.

Topics addressed by the authors—who represent academic libraries, private information-brokerage firms, and corporate libraries—include "Targeting Your Market" (through marketing studies), "Selling the Ser-

Recent print and AV resources on AIDS

AIDS audiovisuals. *AIDS: Facing the Epidemic* is a three-part audiovisual series presenting up-to-date medical information on the disease in a factual manner, emphasizing awareness, demographics, and safety.

The first program describes what AIDS is, how it is transmitted, and who is at risk. The second focuses on testing, diagnosis, stages of the disease, and treatment, and the third program addresses health care and the controversy surrounding AIDS. Each program runs from 27 to 29 minutes.

The series costs \$375 in video format and \$225 in filmstrip/audiocassette. For more information write Educational Technologies Inc., 1007 Whitehead Rd. Ext., Trenton, NJ 08638.

Whoopi Goldberg is the host of a new film that answers teenagers' basic questions about AIDS: What is AIDS? How do people get it? And how can they avoid it? *AIDS: Everything You Should Know* also dispels myths about the disease and its transmittal.

Emphasizing the positive aspects of personal relationships, Goldberg points out that while "there's a lot about life to celebrate, life needs protecting as well as celebrating." Following the guidelines of the U.S. Surgeon General, the Centers for Disease Control, and the course outlines of many state and local school districts, the film teaches that abstinence or mutual monogamy are the primary methods of AIDS prevention.

The 20-minute film is \$480 in 16mm and \$395 in video, with free previews available, from AIMS Media, 6901 Woodley Ave., Van

Nuys, CA 91406-4878 (800-367-2467; in Calif. and Alaska call collect 818-785-4111). A slightly longer version that discusses the use of condoms and foam spermicide is also available.



Whoopi Goldberg tells teens the facts about AIDS in a new film from AIMS Media.

Two new publications from Oryx Press (2214 N. Central, Phoenix, AZ 85004-1483) provide access to up-to-date information on the disease AIDS.

The *AIDS Information Sourcebook*, edited by H. Robert Malinowski and Gerald J. Perry, covers a wide variety of information sources. The guide is divided into three sections: a

chronology of the AIDS epidemic, from the identification of the syndrome in 1981 through late 1987; a directory of organizations, listing hundreds of educational and counseling programs, research and testing facilities, and other groups; and a selective, briefly annotated bibliography of books, articles, and other materials from the past five years. Indexed by subject. 96 p., paper, \$24.50 (0-89774-419-5, 87-31337).

AIDS 1987 continues and expands the coverage begun in two previous volumes of the Oryx Science Bibliographies series. The new volume annotates 637 articles, books, and other publications released from mid-1986 to mid-1987. The entries are grouped under 31 topical headings, including transmission, AIDS in women and children, AIDS and the blood supply, AIDS in minorities, moral and religious aspects, and funding for AIDS research. Compiler David Tyckoson also provides a "research review" describing recent developments regarding the disease. Indexed by author. 160 p., paper, \$29.50 (0-89774-434-9, 87-28217).

Mail-order resources. AIDS International/Information Distribution Service is a mail-order source for books, video and audio tapes, pamphlets (many available in Spanish and other languages), and other materials on AIDS. The latest 16-page catalog offers 150 titles for sale and includes a resource guide that lists databases, telephone hotlines, government agencies, and support groups. For a copy, send \$1 to A.I.D.S., POB 2008, Saratoga, CA 95070.

vice" (to the administration and to customers), "Dollars and Information Services," "Permissible Activities Under U.S. Copyright Law," and "Policy: Help or Hurdle?" The 82-page paperback also includes a summary of small group discussions held at the conference and a selected bibliography. \$28 from Michigan Information Transfer Source, 106 Hatcher Graduate Library, Ann Arbor, MI 48109 (0-9619861-0-7, 87-34900).

Berman's blasts. Library gadfly Sanford Berman speaks out against archaic LC subject headings, inadequate cataloging of fiction, South African censorship, racist children's books, creationists, and other matters in *Worth Noting*. The collection also includes Berman's suggestions for improving access to YA materials and consumer health information, articles on human rights and censorship issues, an interview with Berman, and a select chronological bibliography of his writings. The 34 selections are reprinted from such publications as *Technicalities*, the *International Books for Children Bulletin*, the *Newsletter on Intellectual Freedom*, and *Top of the News*.

In his introduction to the volume, Bill Katz says of Berman, "It may be good causes that drive him on, but what makes him convincing is his fortunate method of presentation [and] his ability to document his concerns with lively examples." 176 p., \$18.95 plus \$1.50 shipping from McFarland & Co., POB 611, Jefferson, NC 28640 (0-89950-304-7, 87-43165).

in various situations, depict holiday themes, cartoon animals, people reading, storybook characters, and other subjects, as well as ready-to-use bookmarks and borders.

Authors Judy Gay Matthews, Michael Mancarella, and Shirley Lambert also tell how to use basic tools; how to choose type, color, and paper; how to size art; how to choose and work with a printer; and other hints. 194 p., paper, \$25 U.S., \$30 elsewhere from Libraries Unlimited, POB 3988, Englewood, CO 80155-3988 (0-87287-636-5).



The cartoons and other reproducible art in Clipart & Dynamic Designs for Libraries emphasize books and reading.

Merging marketing and planning. Darlene E. Weingand's goal in writing *Marketing/Planning Library and Information Services* is "to present the concepts of marketing and

planning as the interrelated elements of a single process, each complementing the other so that the whole is indeed greater and more effective than the sum of its parts."

The first section of the work, "Foundations," describes the nature of marketing and the philosophy of planning, and analyzes the correlation between the two. This lays the groundwork for section two, "Designing the System," which examines the creation of the planning team and explores the elements of the unified marketing/planning system: deciding on the mission, conducting the marketing audit, establishing goals, designing the

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A Marketing Study for Five Public Libraries is a report by Julie Virgo on an LSCA-funded project to determine how basic marketing principles and practices can be used to identify and promote library services.

Demographic analyses, focus group interviews, a telephone survey, and staff assessments were used to determine community needs in five public libraries in the western suburbs of Chicago. The report also describes specific projects developed to help the libraries promote their services, including a free-standing mobile display for use in banks, shopping malls, and other community centers; the adaptation of ALA's slide cassette program *Always in Season* for each of the libraries; evaluations of the libraries' graphic materials; and new signage.

The 249-page, spiral-bound paperback also includes outlines of the focus group and staff discussions, the telephone interview survey instrument, and other appendixes. \$29.95 from The Carroll Group, Inc., 875 N. Michigan Ave., Suite 3311, Chicago, IL 60611.

Clip-art collection. Over 350 drawings suitable for library flyers, newsletters, bulletins, posters, and other publications are offered in *Clipart & Dynamic Designs for Libraries*. The graphics, emphasizing books



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product, analyzing price/cost, determining distribution channels, creating promotion, and evaluating the end result. An epilogue discusses present success and offers suggestions for the future. 152 p., \$23.50 U.S., \$28 elsewhere from Libraries Unlimited, POB 3988, Englewood, CO 80155-3988 (0-87287-516-4, 87-22653).

Aggressive fundraising. "Through my years of involvement with libraries, I have found that there are some arbitrary lines drawn as to what is and is not considered acceptable as a means of raising money," says editor Sandy F. Dolnick, executive director of Friends of Libraries U.S.A., in the introduction to *Fundraising for Nonprofit Institutions*. "Now that libraries are right there on the line trying to get money out of the fire and police budget, rubbish collection, and street maintenance, I have the feeling we are all ready for a more aggressive approach." With this in

mind, the volume examines the fundraising methods used by a variety of nonprofit groups, with an eye to how they can be applied to libraries.

The first section of the book features six chapters dealing with the basic elements needed by any group looking for funds: marketing, community assessment, federal assistance grants, foundations, retail businesses, and volunteers and friends. The second section offers 10 case studies of successful fundraising efforts by public libraries, museums, public television stations, symphony orchestras, and other organizations. 268 p., \$56.50 to institutions, \$28.25 to individuals from JAI Press, 36 Sherwood Place, POB 1678, Greenwich, CT 06836 (0-89232-387-6, 87-31200).

Marketing strategies newsletter. *Marketing Treasures* is a new bimonthly newsletter focusing on the needs of "market-oriented"

librarians who are looking for ideas on marketing strategies. Each four-page issue features marketing tips, promotional suggestions, recommended resources, book and journal reviews, a calendar of events, and other features. Alternate issues come with a sheet of original library clip art.

Editor/publisher Christine Olson is a professional librarian with a graduate business degree who serves as a consultant to libraries on various marketing projects, teaches a graduate course on marketing management for information professionals at the University of Maryland library school, and conducts seminars for the Special Libraries Association and other organizations.

One-year subscriptions (including a plastic ring binder and plastic sheet protectors for the clip art) are \$45 (\$57 overseas). For a sample issue write Chris Olson & Associates, 857 Twin Harbor Dr., Arnold, MD 21012 (ISSN 0895-1799).

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INVESTMENT NEWSLETTERS

Investors who prefer to manage their own portfolios often turn to investment advisory services. Of the hundreds of newsletters available, these are a few of the better-known stock advisory services with proven track records for their portfolio performance. The *National Directory of Investment Newsletters* (Idea Pub. Corp., 55 E. Afton Ave., Yardley, PA 19067) includes newsletters which cover other types of investments (e.g., real estate) as well. You can also order a list from Select Information Exchange, 2095 Broadway, New York, NY 10023; for a small fee SIE will send sample copies of up to 20 newsletters. Most newsletter publishers offer free samples or inexpensive trial subscriptions upon request.

Dick Davis Digest. POB 2828, Ocean View Station, Miami Beach, FL 33140. 1982-. Semimonthly. \$120/year (ISSN 0890-0957).

Excerpts and commentary on the "best" advice from over 300 investment advisory sources, including other newsletters and investment bank analysts' reports. Economical, efficient way to scan many sources.

Dow Theory Forecasts. 7412 Calumet Ave., Hammond, IN 46324-2692. 1946-. Weekly. \$175/year (ISSN 0300-7324).

Most newsletters are popular because of their stock tips; this one is well-regarded for its perceptive general observations on the economy and market trends.

Growth Stock Outlook. POB 15381, Chevy Chase, MD 20815. 1965-. Semimonthly. \$175/year.

One of only five advisory services monitored by Hulbert (see below) to beat the S & P 500 over the past seven years. Takes a long-term, fundamental approach to portfolio management, providing detailed financial data on recommended stocks.

Hulbert Financial Digest. 643 S. Carolina Ave. SE, Washington, DC 20003. Phone 800-227-1617, ext. 459. 1980-. Monthly. \$135/year.

Monitors and rates the portfolio performance of over 100 investment advisory services. Lists the top performers for both the month

and year. Recently published a seven-year performance ranking. A useful tool for evaluating newsletters and a convenient summary of advisors' opinions.

Market Logic. The Institute for Econometric Research, 3471 N. Federal Highway, Fort Lauderdale, FL 33306. Phone 800-327-6720. 1975-. Semimonthly. \$270/year (ISSN 0162-6817).

Includes scans of several market trend indicators, summaries of recent research studies, industry group rankings, and a digest of comments from other widely read advisory services.

The Prudent Speculator. POB 1767, Santa Monica, CA 90406. 1977-. Triweekly. \$200/year (ISSN 0743-0809).

Ranked first by Hulbert. Takes a fundamental approach to stock investments. Provides important financials for recommended stocks along with commentary on the market and investing philosophy.

Standard & Poor's Outlook. 25 Broadway, New York, NY 10004. 1937-. Weekly. \$240/year.

Each issue lists four stock portfolios with different investment objectives. Tracks every stock ever recommended. Includes a cumulative index by subject and company.

The Zweig Forecast. POB 5345, New York, NY 10150. 1971-. Triweekly. \$245/year.

Another of Hulbert's top five performers. Fundamental approach to stock selection; technical approach for timing buys and sells. Trade-oriented with a short-term outlook.

Item of the Month

National Standards Association. *The National Directory of State Agencies* 1987. NSA Directories, 1987. \$95 (0-942189-40-X). Order from: NSA, 5161 River Rd., Bethesda, MD 20816.

Many state governmental offices regulate business operations. This directory can help refer users to the appropriate source for business or tax-related information.

The 886-page volume contains two major sections devoted to "State Elected Officials and Agencies" and "State Agencies by Function." The former includes an eight-page segment for each state, listing its state agencies and administrators, standing committees of the legislature, and legislature members. The latter section provides a cross-listing for all 50 states under 102 subjects, including aging, conflict of interest, lottery, securities, tourism, and welfare.

Priscilla C. Geahigan,
column editor

Emily Batista,
head of circulation services,
University of Pennsylvania



Women and Girls with Disabilities is an introductory teaching packet for elementary and high school teachers from the Organization for Equal Education of the Sexes. The packet contains a 44-page manual and resource guide by Elizabeth Phillips and an 11-by-17-inch, two-color poster of Linda Bove (above), a deaf actress who appears on "Sesame Street," for \$14.50. OEES also offers a teaching packet on *Women in American History* with a manual and a poster of suffragist Elizabeth Cady Stanton for \$16.50. Add \$3 shipping to all orders. To order, or for a catalog featuring over 50 posters, write OEES, 438 4th St., Brooklyn, NY 11215.

Worldwide women. *Women in the World* is an annotated bibliography describing 436 books for secondary-school students on women in history and contemporary life. Six chapters focus on different sections of the world—Africa, Asia, Europe, Latin America, Middle East/North Africa, and cross-cultural; in each chapter materials are grouped by category: background/reference, anthology, biography, first person accounts, fiction, and curriculum.

The titles selected by compilers Lyn Reese and Jean Wilkinson reflect a balance between easy and advanced reading levels and junior and senior high materials. Their priority was "to select materials that will make visible the lives of women, that provide authenticity, and that tell an interesting story." Indexed by title. 228 p., \$19.50 from Scarecrow Press, POB 4167, Metuchen, NJ 08840 (0-8108-2050-1, 87-16436).

Coming to terms with LC. Over 3,500 Library of Congress subject headings used for women and related topics are listed by Ruth Dickstein, Victoria A. Mills, and Ellen J. Waite in *Women in LC's Terms: A Thesaurus of Library of Congress Subject Headings Related to Women*.

The headings and cross-references are listed in full at the beginning of the volume, then divided into 11 broad categories (taken from Mary Ellen Capek's *A Woman's Thesaurus*) such as economics and employment, education, science and technology, and visual and performing arts. Appendixes identify subdivisions used for classes of persons, authors, and names of persons, and list LC call numbers assigned to women and related topics.

The authors say they designed the work to aid researchers using subject catalogs and indexes to study women's issues, and to help librarians who catalog and index materials on women; and they stress that "the lack of critique of headings does not reflect the authors' acceptance of all terms assigned to women and women's issues" by LC. 221 p., \$28.50 from Oryx Press, 2214 N. Central, Phoenix, AZ 85004-1483 (0-89774-444-6, 87-34766).

The Women's Career Center is a 12-year-old, nonprofit agency in Rochester, N.Y., that provides career counseling to hundreds of individuals each year. The center's librarian, Sarah I. Hartwell, has compiled a dozen brief bibliographies on topics ranging from "How to Change Careers" and "Job Search Guides for Women Re-entering the Work Force" to "Resources for the Relocated Spouse" and "Starting Your Own Business."

The bibliographies are available at prices ranging from \$1 to \$4 each, depending on the length (2 to 10 pages). For a list of topics, write the Women's Career Center, Temple Bldg., Suite 1200, 14 Franklin St., Rochester, NY 14604

Management materials. *Women in Administration and Management: An Information Sourcebook* is an annotated bibliography describing nearly one thousand items published between 1981 and 1986.

Over 800 journal articles are listed under two dozen broad subject headings, including salaries, mentors and networking, sex-role stereotypes, black women managers, MBAs, career and family, women business owners, beauty and health, and sex and romance. Compiler Judith A. Leavitt also suggests a core collection of over 50 books, journal titles, bibliographies, and databases. Includes author and title indexes

The 228-page work, volume seven in the Oryx Sourcebook Series in Business and Management, is \$39.50 from Oryx Press, 2214 N. Central, Phoenix, AZ 85004-1483 (0-89774-379-2, 87-23192).

Abridgment announcement. The abridged edition of *Women's Studies: A Recommended Core Bibliography, 1980-1985* (AL, May 1987, p. 398) is now available. The abridgment is approximately one-third the length of the original volume, offering a selection of 645 titles judged essential for smaller library collections (as opposed to the 1,211 works cited in the original). 222 p., \$23.50 U.S., \$28 elsewhere from Libraries Unlimited, POB 3988, Englewood, CO 80155 (0-87287-598-0). □

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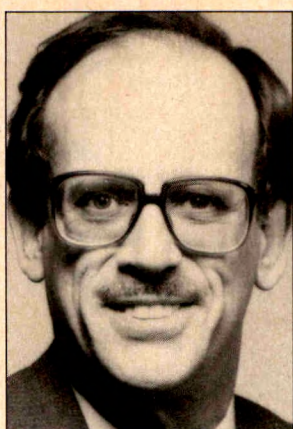
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Madalena Bastos-Connelly



Lester J. Pourciau



John Starrs

Madalena Bastos-Connelly has become volunteer programs coordinator in Los Angeles County (Calif.) Public Library's Marketing Unit. □ **Patricia Lyons Basu** is now director of the theological library at Sacred Heart Major Seminary, Detroit, Mich. □ **Toni Carbo Bearman**, library school dean at the University of Pittsburgh (Pa.), has been appointed to the U.S. Department of Commerce's new Advisory Committee on Patents and Trademarks. □ **Lois Bellamy** has become automation coordinator at University of Tennessee/Memphis Health Science Center Library. □ At Connecticut State Library **James R. Benn** has been appointed director of the Planning and Network Services Department. □ In June **Mae Benne** will retire from the library school faculty of the University of Washington, Seattle. She looks forward to collecting letters from colleagues and former students for her memory book. □ **Susan E. Bernardi** is now education specialist in BIOSIS's User Services Department. □ **Karen Berryman** now serves as director of Kinchafoonee Regional Library, Dawson, Ga. □ **Mary Kay Biagini** has become the first assistant dean of academic programs for the University of Pittsburgh (Pa.) library school. □ **Mary Frances Cooper** now heads reference and adult services at Worcester (Mass.) Public Library. □ Feb. 1 **John K. Creech** became reference librarian at Western Carolina University's Hunter Library, Cullowhee, N.C. □ **Linda F. Crismond**, Los Angeles County (Calif.) librarian, is the first woman to be elected president of

the county's Management Council. □ **Debra Crumb** has become a consultant for the Library Planning and Development Division of Washington State Library. □ **Paul Deane** is now adult services coordinator at Southfield (Mich.) Public Library. □ At Texas State Library **Lisa deGruyter** now manages the Library Systems and Networks Department. □ **Joyce Dierauer** has been appointed director of Summit County (Colo.) Library. □ **Lawrence Dowler** now serves as associate librarian for public services for Harvard College Library. This summer he concludes a two-year Research Fellowship for the Study of Modern Archives at the Bentley Historical Library of the University of Michigan/Ann Arbor. Funded by the Mellon Foundation and the National Endowment for the Humanities, Dowler's study will anticipate how the research needs of archive users will impact on collection policies. □ **Jean T. Eaglesfield** has been appointed collection development coordinator of the Science Libraries at Michigan State University, East Lansing. □ At the University of the Pacific Libraries, Stockton, Calif., **Rachel Finch** recently became reference librarian for public services. □ **Maurice J. Freedman**, director of the Westchester Library System, Elmsford, N.Y., served as USIA consultant to the Jomo Kenyatta Memorial Library at the University of Nairobi and the Moi University Library, Kenya. He also offered automation advice to Kenyan libraries. In 1984 Freedman became the first librarian selected for the USIA's American Participant Program, and

traveled to Turkey, Italy, and Czechoslovakia. □ **Patricia Fries** is now serials catalog librarian at Georgia Institute of Technology's Price Gilbert Memorial Library, Atlanta. □ **Carmen Rebecca Garcia** has become automation consultant in Texas State Library's Continuing Education and Consulting Department. □ The Nevada Department of Education's new library media consultant is **Paulette "Jody" Gehrig**. □ **Laurel Goodgion** now heads Portland (Conn.) Public Library. □ **Patricia Ann Hannon** has been named director of Emerson (N.J.) Public Library. □ **Harry Hosel** is now assistant dean for public services at the University of the Pacific Libraries, Stockton, Calif. □ The Lorain (Ohio) YWCA gave one of three 1987 Woman of Achievement awards to **Margaret Hudak**, a Lorain Public Library trustee. Hudak retired from the library's staff in 1975, after 33 years of service. □ **Ann Ide** now directs Bradford Memorial Library, El Dorado, Kans. □ **Kriza Jennings** has become library administrator for the National Afro-American Museum and Cultural Center, Wilberforce, Ohio. An adjunct instructor on the library school faculty of Wright State University, Dayton, Jennings also runs her own consultancy, Jennings & Associates. □ The new director of the Indiana Historical Society's William Henry Smith Memorial Library, Indianapolis, is **Bruce L. Johnson**. □ Nevada state librarian **Joan Kerschner** recently received the Charles McCarthy Award for leadership in information services from the Council of State Governments. □ March 1 **Ann M. Laubacker** became head of Orchard Park (N.Y.) Public Library. □ At NYPL **Thomas A. Lucas** is now Librarian III in the Research Libraries' Office of Collection Management and Development. □ **Cheryl Maraj** has been appointed youth services librarian at East Providence (R. I.) Public Library. □ **William B. Martin** now heads the Adirondack Community College Library, Glens Falls, N.Y. □ Feb. 8 **Mary Mayer-Hennelly** became assistant director of Norfolk (Va.) Public Library System. □ **Myrna McCallister** now serves as associate librarian for technical services at Appalachian State University Library, Boone, N.C. □ The new director of public services at the Boatwright Library of the University of Richmond, Va., is **Lucretia McCulley**. □ At Marist College, Poughkeepsie, N.Y., **John McGinty** is now director of library services.

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□ July 1 **Ilse Moon** becomes executive secretary of the Association for Library and Information Science Education. Moon is director of professional development at the School of Communication, Information, and Library Studies at Rutgers University, New Brunswick, N.J. □ **Cheryl Napsha** now directs Adams Memorial Library, Latrobe, Pa. □ The new manager of Sandia National Laboratory Technical Library, Albuquerque, N. Mex., is **Jennie L. Negin**. □ **Nancy Okonak** is now children's librarian for Adams Memorial Library, Latrobe, Pa. □ Feb. 15 **Grace Ooi** became head of bibliographic control at Columbia University's Law School Library, New York, N.Y. □ **Mimi Piane** now serves as coordinator of children's and young adult services for South Bend (Ind.) Public Library. □ Louisiana State University library school has given its 1988 Outstanding Alumnus award to **Lester J. Pourciau**, director of libraries and associate vice president for academic affairs-administration at Memphis (Tenn.) State University. □ At LC **Sarah M. Pritchard** has become head of the General Reading Rooms Division's Microform Reading Room Section. □ NYPL's new coordinator of adult services is **Marcia Lane Purcell**. □ March 7 **J. Drew Racine** became OCLC's program director for research libraries. He last served as assistant director for technical services at the University of Missouri/Columbia's Ellis Library. □ **Jennifer John Reavis** is now manager of Texas State Library's Continuing Education and Consulting Department. □ **R. Neil Scott** has

been appointed coordinator of information services at the Russell Library of Georgia College, Milledgeville. □ March 1 **Judith Sessions** became dean and university librarian at Miami University, Oxford, Ohio. An ALA Council member, Sessions was formerly university librarian at California State University/Chico. □ **Richard Shotwell** is now director of the University of Georgia's Coastal Plain Experiment Station Library, Tifton. □ **Janice Simmons-Welburn** now serves on the Reference Department staff of the Price Gilbert Memorial Library at the Georgia Institute of Technology, Atlanta. □ At the University of Michigan/Ann Arbor **Deirdre Spencer** has become head of the Fine Arts Library. □ The first director of marketing for Los Angeles County (Calif.) Public Library is **John Starrs**. □ Feb. 1 **James F. Williams II** began service as director of libraries at the University of Colorado/Boulder. □ **Alexandria "Sandy" Woodcock** recently became associate librarian for Glendora (Calif.) Public Library. □

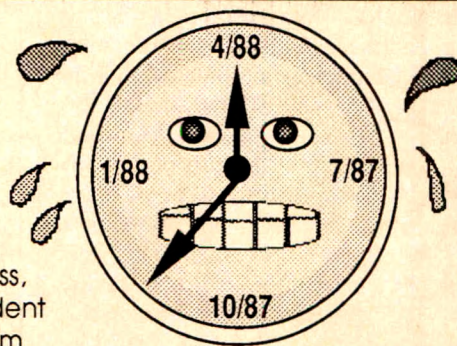
CORRECTION: Susan M. Jackson, former director of Alpha Park (Ill.) District Library, is now library director of Ontario (Calif.) City Library (*AL*, Feb., p. 150).

Deaths

John A. Brennan, 59, curator and head of the Western Historical Collections/University Archives Department at the University of

Colorado/Boulder's Norlin Library since 1964, died Jan. 21. □ **Hillis Dwight Davis**, founder and director of the Cooperative College Library Center, Inc., Atlanta, Ga., died Jan. 31. Memorial donations are being accepted by Atlanta University library school. □ **Laurent-G. Denis**, library school professor at the University of Toronto, Ont., died Dec. 11. From 1960 to 1970 he served as the first director of University of Montréal's Ecole de bibliothéconomie et des sciences de l'information, and won the university's Medal of Merit in 1987. The University of Toronto has established a memorial scholarship fund. □ **Jacqueline H. Enequist**, 68, who retired from the New York State Library Commission in 1981, died Dec. 11. □ **Ann Marie Falsone**, 1981-82 president of ALA's Association for Special and Cooperative Library Agencies and former Colorado state librarian, died Jan. 19 in a commuter airline crash. A memorial fund has been established at Colorado State Library's Services for the Blind and Physically Handicapped, Denver. □ **Martha Hilligoss**, chief of the Arts and Architecture Department at St. Louis (Mo.) Public Library, died Nov. 17. □ **Marion L. Mullen**, head of Syracuse (N.Y.) University Library's Reference Department since 1973, died Dec. 13. □ **Sarah Wallace**, 73, former librarian at Minneapolis Public Library and one-time head of LC's Publications Office, died Jan. 3. □ **Margaret Fristoe Willis**, 81, who served for 17 years as coordinator of Kentucky State Library's Division of Library Extension, died recently. □

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The new guidelines replace *Media Programs: District and School*, published in 1975. The new guidelines will be ready in Spring 1988! Price and ordering information to be available soon.

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Ruth Ann Jones, Marketing Dept.
AASL/AECT Guidelines Mailing List
American Library Association
50 East Huron Street
Chicago, IL 60611,

facilities would cease circulating materials April 1 and the Shasta County Library would be boarded up again in June. A public librarian, he said, has two scenarios: the dream is to create and organize one's own collection; the nightmare is to close it down.
—L.R.P.

Texas A&M Univ. library latest to get endowed chair

"January was a magnificent month," Irene Hoadley, director of libraries at Texas A&M told *AL* recently. The reason for her delight? She'd learned that her post had become an endowed chair, one of a very few such chairs in libraries.

A&M's and Hoadley's benefactors are long-time library supporter Sterling Evans—for whom the library is named—and John and Sara Lindsey. All three donors are ongoing patrons of the university. The library chair endowment comes to approximately half of \$1 million in gifts and matching funds.

David C. Weber, director of libraries at Stanford and holder of an endowed chair, commented to *AL* on the significance of such gifts: "Endowed chairs add a degree of prestige that helps us attract and retain exceptional people in senior positions."

John McGowan, director of libraries at Northwestern, whose position has recently been endowed, told *AL* that endowed chairs in libraries are a "recognition of the centrality of the library" to the university's mission. Weber, Hoadley, and McGowan all noted that the chairs also provide important budgetary relief. Weber said that Stanford currently has four endowed positions in the library and hopes to add four more in the near future. Hoadley added, "I'd like to see every library director have one."
—T.G.□



CANDIDATE FACE-OFF—CORRECTED. Make that Rebecca T. Bingham at left, and Patricia Wilson Berger, right, as the ALA presidential candidates faced off during the Midwinter Meeting. We regret the error in our March caption (p. 171).

News notes:

Serials prices stir rumbles in ARL; privately, library directors are talking 'boycott'

by Thomas M. Gaughan

CONCERN ABOUT THE COST AND rate of cost increase of journals from Elsevier, Pergamon, Springer, and other European publishers isn't new to university librarians; but in the community of Association of Research Library (ARL) directors, a crisis point is at hand.

Jeffrey Gardner, director of ARL's Office of Management Studies, confirmed to *AL* that member libraries have voted to pay a special assessment to fund a pointed study of serials costs. Gardner said that "a statistician or econometrist" would soon be hired to study costs and costs increases and attempt to identify the reasons for them. European scientific and scholarly publications will be the focus of the study. The initiative for this move came from a small, geographically disparate group of librarians. According to a librarian who requested anonymity, it may be the first rumbling of a widespread "action" by fed-up librarians.

"Forceful action"

The head of collection development at one ARL library told *AL*, "The tenor of discussions among directors is that some forceful action, a boycott, or legal action, needs to be taken." The directors' dilemma is that their faculty constituents read, publish in, and in some cases edit, journals with skyrocketing prices.

Gardner acknowledged the dilemma, noting that libraries need to make the scholarly community more aware of the price-spiral problem. Another problem for librarians is that university administrators are weary of endless requests for massive increases in serials budgets and have been heard to say to library administrators, "We won't be blackmailed any longer."

"Blackmail" is what some librarians would call the increases themselves. According to Charles Hamaker—who did not use the word but whose post as head of collection development for Louisiana State University makes him a very interested observer—"Ten percent of serials titles account for 50 percent of

serials expenditures. . . . Sixty percent of LSU's serials budget is spent on foreign titles." Hamaker says this pattern repeats itself in other research libraries.

Other librarians might say the price increases are a breach of the "gentlemen's agreement in scholarly publishing." Richard DeGennaro, director of New York Public Library, scoffs at the notion. "That's bull," he said, "there's no gentlemen's agreement; it's simply capitalism. Sellers will charge as much as buyers are willing to pay. I don't know where it's going to end." DeGennaro did say, however, that there *must* be an end, and that libraries need to develop, "an alternative strategy to make the data available."

Fax centers an alternative?

John Lubans, associate university librarian at Duke, proposed such a strategy in the March 1987 *American Libraries* (p.180) and discussed it again recently with *AL*. "The libraries in the Research Triangle (Duke, University of North Carolina, North Carolina State University) have vast resources—think of what we could do if we didn't duplicate each other's collections." He then discussed a central distribution center, such as a "fax center" that would provide hard copy to contributing libraries. But he acknowledged that such a system would need to operate within copyright laws and that some form of royalty arrangement would be required.

Librarians are reluctant to cut serials holdings for a variety of reasons: Collection size is a de facto measure of library quality; collection *building* is fundamental to the profession; and, politically, library administrators fear antagonizing their faculty constituencies. At the same time, yearly requests for 20 percent increases that constitute "no-growth" budgets threaten to antagonize even the most supportive university officials.

As journal prices continue their ascent and pressure on library budgets continues to mount, only one prediction seems certain: that more will be heard—from ARL, from harried librarians, and maybe, from publishers. Stay tuned. □

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